COMMENTARY
Esam Hussein: Spam filtering — e-mail freedom at a price.
See Page A3

ACTUALITÉS
Un budget décevant pour le secteur de l'éducation supérieure.
Voir Page A8

BOOKSHELF
Richard Van Loon: University presidents reflect on higher education.
See Page A10

L'ACPPU observe le Jour de deuil A2
Federal Budget Disappoints A5
PSE Reform in New Brunswick A6
U of A Ends Age 65 Rule A7
Carrières B1

CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 54 | NO 4 | APRIL 2007 AVRIL | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

CAUT Publishes Report on Nader Case at Trent

In 2001, geography professor George Nader was denied reappointment as principal of Trent University's Peter Robinson College, despite a strong recommendation from the senate-appointed search committee.

The issue of his reappointment came in the midst of a hotly-contested decision of Trent's board of governors to close two colleges, including Peter Robinson. Nader was an outspoken advocate for keeping his college open and challenged the financial rationale for closure. For this he received a reprimand from the vice-president academic for "making statements to the public media, purportedly in your role as Principal, that must be recognized as detrimental to the well-being of the university." Many felt Nader's opposition to the board decision was the reason he was not reappointed.

For CAUT, this raised the question of the extent to which academic administrators should have academic freedom. William Bruneau, emeritus professor of educational studies at the University of British Columbia, and Tim Quigley, professor of law at the University of Saskatchewan, were appointed members of an ad hoc investigatory committee to examine and report on this issue. Their report can be found following page B1 in this issue of the *Bulletin*. ■

Version française à la page A5.

– FILE PHOTO –

George Nader

CAUT to Observe National Day of Mourning

CLC secretary-treasurer Hassan Yussuff to address CAUT Council on workplace health & safety.

CAUT Council will mark Canada's National Day of Mourning in memory of those killed or injured at work with a moment of silence and an address by Hassan Yussuff, secretary-treasurer of the Canadian Labour Congress.

Initiated in 1984 by the CLC, the National Day of Mourning on April 28 is now recognized in countries around the world.

"It is estimated that well over 1,000 people in Canada will die at work this year, and more than one million will be injured," says James Turk, executive director of CAUT. "Although we think of universities and colleges as safe workplaces, the reality is quite different."

He noted occupational accidents and diseases are all too common among academics. He pointed out the widespread incidences of repetitive strain disorders such as carpal tunnel syndrome, stress-related diseases, cancers from work-related environmental exposures and infectious diseases.

"The Day of Mourning offers an opportunity to remember our colleagues who die or are injured because of workplace hazards, as well as renew our commitment to ensuring better health and safety practices and enforcement for the benefit of everyone who works or studies at our universities and colleges," says Turk.

The CLC has chosen "Organizing for Healthier and Safer Workplaces" as this year's focus for the day and informs that despite greater emphasis on occupational health and safety since 1984, the number of workplace-related injuries and deaths in Canada is on the rise.

"Too often, occupational diseases caused by workplace exposures are not recognized by compensation boards and are left out of reported statistics," says Turk. "As well, many cancers and occupational diseases are caused by workplace exposures years, even decades earlier, but are not associated with exposures in the workplace and are never reported to compensation boards."

To commemorate April 28, the Canadian flag will fly at half-mast on federal buildings and ceremonies will take place in communities across the country. For information about local events contact Laura Lozanski (lozanski@caut.ca). ■

Version française à la page A2.

Academic Freedom Fund Donors

$1 Million

Faculty Associations

University of New Brunswick (AUNBT) — $50,000
University of Guelph (UGFA) — $25,725
Saint Mary's University (SMUFU) — $22,000
Cape Breton University (CBUFA) — $11,000
University of Victoria (UVicFA) — $12,000
McMaster University (MUFA) — $25,000
Mount Saint Vincent University (MSVUFA) — $14,720
University of Waterloo (FAUW) — $22,000
University of Calgary (TUCFA) — $28,605
Association of Nova Scotia University Teachers — $1,000
University of Regina (UFFA) — $10,000
Mount Allison University (MAFA) — $12,500
University of Winnipeg (UWFA) — $2,000
Algoma University College (AUCFA) — $1,000
Federation of Post-Secondary Educators of B.C. — $10,000
Queen's University (QUFA) — $25,000
McGill University (MAUT) — $20,000
NSCAD University (FUNSCAD) — $500
Canadian Military Colleges (CMCFA) — $12,000
Athabasca University (AUFA) — $10,000
Memorial University of Newfoundland (MUNFA) — $31,290
Manitoba Organization of Faculty Associations — $1,000
Acadia University (AUFA) — $23,400
Université de Moncton (ABPPUM) — $7,500
University of Toronto (UTFA) — $100,000
Brandon University (BUFA) — $10,000
Simon Fraser University (SFUFA) — $10,000
Trent University (TUFA) — $25,000
Brock University (BUFA) — $10,000
University of Prince Edward Island (UPEIFA) — $4,000
University of Saskatchewan (USFA) — $24,000
University of Manitoba (UMFA) — $34,000
St. Francis Xavier University (StFXAUT) — $25,000
Augustana University College (AUCFA) — $3,000
University of Lethbridge (ULFA) — $3,660
Laurentian University (LUFA) — $7,000
Bishop's University (APBU) — $7,500
Dalhousie University (DFA) — $20,000
St. Thomas University (FAUST) — $4,000
Ryerson University (RFA) — $26,000
Wilfrid Laurier University (WLUFA) — $15,000
Brescia University College (BFA) — $500
Université Sainte Anne (APPBUSA) — $2,000
University of Western Ontario (UWOFA) — $45,000
Université de Hearst (APUH) — $500
Nipissing University (NUFA) — $1,000
University of Alberta (AASUA) — $31,700
Université de Moncton (ABPPUMCE) — $2,750
University of B.C. (UBCFA) — $25,000
University of Northern B.C. (UNBCFA) — $2,000
St. Thomas More College (STMFU) — $2,000
Atlantic School of Theology (ASTFA) — $500
Collège universitaire de Saint-Boniface (APCUSB) — $4,000
King's University College (KUCFA) — $2,000
Concordia University (CUFA) — $20,000

PLEDGED TO DATE: $839,350

– PHOTO: CANADIAN LABOUR CONGRESS –

The Mortgage Centre
Discount Rates Page A6

FREE!
COURSEWARE ON SUSTAINABLE PRACTICES
Available in English & French
www.templet.org/imm

CAUT ACPPU
BULLETIN

PUBLISHED BY | PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

2705, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT | PRÉSIDENT
Greg Allain

EXECUTIVE DIRECTOR | DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR | RÉDACTRICE EN CHEF
Liza Duhaime

ADVERTISING | PUBLICITÉ
Johanne Smith

CIRCULATION | DIFFUSION
Jocelyne Fortier

GRAPHIC DESIGN | GRAPHISME
Kevin Albert

SUBSCRIPTIONS | ABONNEMENT
Constance Hewitt (hewitt@caut.ca)

EDITORIAL BOARD | COMITÉ DE RÉDACTION
Greg Allain, James Turk, Loretta Czernis, David Robinson, Mark Gabbert, Liza Duhaime

LETTERS TO THE EDITOR

Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted by phone, electronic mail, fax or return mail. Letters should be sent to duhaime@caut.ca.

COURRIER DES LECTEURS

La rédaction du *Bulletin* invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une *lettre* précis qui sont parus dans *le Bulletin* ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publierons ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. Nous communiquerons par téléphone, courrier électronique, télécopieur ou retour du courrier avec les auteurs des lettres qui seront publiées. Les lettres doivent être envoyées à l'adresse dthaime@caut.ca.

The *CAUT Bulletin* is published each month September through June. Average distribution 42,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available at www.cautbulletin.ca. Career ads are available at www.academicwork.ca.

Copyright: Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author(s).

Le *Bulletin de l'ACPPU* est publié chaque mois, de septembre à juin. Tirage moyen : 42 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le *Bulletin* est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les petites annonces et un choix d'articles sont reproduits dans le Bulletin en ligne, sur le site www.acppubulletin.ca. Des offres d'emploi sont publiées sur le site www.travailacademique.ca.

Droit d'auteur : Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'engagent que leurs auteurs.

MEMBER OF | MEMBRE DE
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

CALM ACPS

PRINTED IN CANADA BY | IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

COMMENTARY
TRIBUNE LIBRE

Anguish over Accountability

By ALISON WOLF

THESE days, most British comment on American higher education paints it as the isles of the blessed: the best universities, the best laboratories and libraries, the best paid professors, with needs-blind admission and no Laura Spence cases to boot.

This makes a change from when I was growing up, when comments on American universities were all about bizarre degree subjects, standards that were equivalent to our A level ones, and the awfulness of multiple-choice tests. But it was also a relief to find the U.S. government's recent report on the future of higher education sounding exactly like one of our own. The list of problems, and the doom-laden warnings, could have appeared in Britain at any time in the past decade. And on one topic of concern we really do seem to be doing better.

The report is from a commission convened by the Secretary of Education. A fashion for short, snappy and completely opaque titles is another thing that we share with the U.S.: this one is "A Test of Leadership." However, the similarities go well beyond presentation.

Just like Chancellor Gordon Brown, who is agonising over the number of Chinese engineers and Indian IT graduates, the Spellings commission is in a panic about the rise of Asian universities. We have begun to take American superiority for granted, they warn, and the "results of this inattention ... are sobering ... (A) lot of other countries have followed our lead and *they are now educating more of their citizens to more advanced levels than we are*" (emphasis original).

The commission then moves on to other equally familiar but genuine problems. The first is access. The rates at which American young people from different groups progress to university, and graduate, differ widely by race and by income group, for similar intractable reasons as our own.

Student finance comes next. America has traditionally charged students in publicly funded universities for some of their tuition. In recent years, soaring enrolments have generally led to less state funding per student while the real costs of a college degree have risen fast. College cost is now a major issue for all but the richest families. Our obsession with Harvard University and its generous student support programmes blinds us to this, but it is, quite rightly, a key theme of the commission's report.

It is also an area where the U.K. has a genuine institutional advantage. I have never understood the complexity of American student aid, and the report, in calling for restructuring, convinced me that I shouldn't even try. There are, it says, "at least" 20 separate programmes run by the federal government alone. Our Student Loans Company usually hits the press when something goes wrong; but it deserves several rosettes, in conception and reality, for dealing with university fees, maintenance and four different jurisdictions in one integrated system.

However, the area where the commission's report has caused most controversy is the one that has caused British universities the most internal anguish recently: accountability, and specifically a demand for uniform measures that are centrally collated and controlled. David Ward, president of the American Council on Education, was a member of the commission but he refused to sign the final report. The accountability proposals seem to have been a key sticking point.

The push to measure quality reflects politicians' concerns over rising costs, bolstered by the familiar complaints that graduates can't read, can't spell and can't add. And, of course, it would be nice to measure the outputs and productivity of our huge and expensive systems. That does not mean we can.

Nothing in the report suggests that the Americans are about to solve the problem. Far more likely is the sort of data collection and paper-trail madness the Quality Assurance Agency has inflicted on us; or, alternatively, the type of perverse incentive that comes from tying accreditation or funding to pass rates or numbers of first-class degrees. The commission wants a "consumer-friendly information database" that allows students and parents "to weigh and rank comparative institutional performance," and that aggregates "student outcomes," including, eventually, "learning outcomes" in a "secure and flexible format." Well, don't we all, maybe with an infinitely renewable source of environmentally friendly energy thrown in.

Modern university systems are not just huge but diverse. Even in traditional subjects such as maths or French, degrees offered in similar institutions may involve virtually no overlap in content. Many politicians find it impossible to accept that such a system cannot have its "outputs" measured in a simple, uniform way. Until they do, universities everywhere are likely to suffer nonsense in the name of accountability. ■

Alison Wolf is Sir Roy Griffiths professor of public sector management at King's College London, U.K.

This article first appeared in the 9 February 2007 edition of the Times Higher Education Supplement.

The views expressed are those of the author and not necessarily CAUT.

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

L'ACPPU souligne le Jour de deuil national

LE Conseil de l'ACPPU soulignera le Jour de deuil national du Canada à la mémoire des personnes mortes ou blessées au travail en observant un moment de silence. Cette occasion sera également marquée par une allocution de Hassan Yussuff, secrétaire-trésorier du Congrès du travail du Canada.

Le Jour de deuil, célébré chaque année le 28 avril depuis 1984 au Canada, est maintenant reconnu aux quatre coins du monde.

« On estime à plus d'un million le nombre de Canadiennes et Canadiens qui sont morts au travail cette année et à plus d'un million le nombre de celles et ceux qui y ont subi des blessures », indique James Turk, directeur général de l'ACPPU. « Les universités et les collèges nous apparaissent comme des milieux de travail sécuritaires. Or, la réalité est toute autre. »

Les accidents du travail et les maladies professionnelles, souligne M. Turk, sont beaucoup trop fréquents chez les membres du personnel académique. Nous n'avons qu'à constater, note-t-il, les multiples cas de troubles musculo-squelettiques (tel le syndrome du canal carpien), de maladies liées au stress, de maladies infectieuses et de cancers dus à une exposition professionnelle à des facteurs ambiants.

« Le Jour de deuil national est l'occasion d'avoir une pensée pour nos collègues qui meurent ou qui se blessent à cause des risques présents sur les lieux de travail », souligne M. Turk. « Mais c'est aussi pour nous le moment de renouveler notre engagement à favoriser l'instauration de meilleures pratiques en matière de santé et de sécurité et à les faire appliquer dans l'intérêt de toutes les personnes qui travaillent ou étudient dans nos universités et collèges. »

Cette année, le Congrès du travail du Canada a voulu placer la journée sous le thème « Se mobiliser pour promouvoir la santé et la sécurité au travail » afin de faire savoir que, malgré l'intensification des démarches de sensibilisation poursuivies depuis 1984 à cet égard, le nombre d'accidents et de décès en milieu de travail continue d'augmenter au Canada.

« Il apparaît trop souvent que les maladies professionnelles ne sont pas reconnues par les commissions d'indemnisation des accidentés du travail et qu'elles échappent aux statistiques déclarées », déplore M. Turk. « Et puis dans bien des cas, les cancers et les maladies résultant d'une exposition professionnelle survenue des années, voire des décennies, auparavant, ne sont pas associées à une exposition à des substances carcinogènes sur le lieu de travail et ne sont donc jamais signalées à ces commissions. »

À l'occasion du Jour de deuil national, le drapeau canadien de tous les édifices fédéraux sera mis en berne, et des cérémonies commémoratives auront lieu partout au pays. Pour de plus amples renseignements sur les événements qui se tiendront le 28 avril dans votre communauté, prière de communiquer avec Laura Lozanski (lozanski@caut.ca). ■

English on page A1.

PRESIDENT'S COLUMN

What a Difference 12 Years Make: CAUT on the Move (Part 1)

By GREG ALLAIN

In early February, I was happy to celebrate the inauguration of CAUT's new office building (see the article and photo in the February *Bulletin*), located just two doors from our former building, which we'd occupied since its completion in 1994. When we built our first building, we estimated it would serve our needs for the next 25 years! But few could have predicted the prodigious growth CAUT would experience in the following years. Over time, every square inch of space was pressed into service. As CAUT grew, so did our office staff. By late 2004, we had completely run out of office and storage space and staff began to examine the feasibility of adding a third floor, retaining the building and renting another space in a nearby building on the same street, or selling the building and renting office space, purchasing an existing building and renovating or acquiring land and constructing a new building. In 2005, after reviewing every option, the CAUT executive approved and reported to Council a proposal for a new building and the search began for a new site.

As I said in my December column, anniversaries are worth celebrating, and so are milestones in the life of an organization. The opening of our new headquarters gives us an occasion to take stock and reflect on CAUT's growth over the past 12 years. Let's start by looking at rising membership numbers, and then we'll examine the expansion of our activities and services, beginning with collective bargaining.

Since 1994, the number of associations in CAUT has grown slightly – from 58 to 65 – but the number of members for whom dues are paid has jumped from 27,600 in 1994 to 39,700 in 2007 – a 44% increase during the period. When you add all the members of federated associations, CAUT now represents 57,000 academic staff nationwide.

How can we account for this tremendous growth? A number of factors were at play here. First, CAUT admitted seven new local associations to its membership: the Atlantic School of Theology Faculty Association, the academic staff association at Saint Paul University, Brescia Faculty Association, Huron University College Faculty Association, the Northern Ontario School of Medicine Faculty Association, the University Clinical Faculty Association of UBC and the Ontario College of Art and Design Faculty Association.

Second is that former member associations, such as the University of Saskatchewan Faculty Association, rejoined CAUT. Third, two provincial unions joined us in recent years: the Federation of Post-Secondary Educators of British Columbia, which represents more than 10,000 individual faculty and staff (in 18 member locals), 1,130 of whom are involved in degree-granting programs; and the Community Colleges of Applied Arts and Technology (academic division) of the Ontario Public Service Employees Union, which has 9,500 members, with nearly 500 in degree-granting programs.

Our membership increase also comes from academic staff association growth. For example, over the past 12 years, the number of dues-paying members at the University of Alberta increased by 1,700, at Calgary by 800 and at UBC by 1,100. East coast associations also saw strong increases in membership. Dalhousie increased its number of members by 25 per cent, Acadia by 52 per cent and St. Thomas by 74 per cent.

Not surprisingly, if we look at membership figures by rank, we find that most of the growth occurred through new hires. Nationally, the number of full professors remained largely unchanged from 1994 (9,060), while the ranks of associate professors showed stronger gains – increasing from 8,640 in 1994 to 9,600 in 2007, and the number of assistant professors almost doubled, from about 5,500 in 1994 to 10,100 in 2007. Appointments in other categories jumped by about 1,700.

Another reason for internal growth is a result of CAUT's drive to bring all unorganized contract academic staff into association mem-

See WHAT A DIFFERENCE Page A4 ☞

LE MOT DU PRÉSIDENT

Quelle différence 12 ans peuvent faire! L'ACPPU en mouvement (1re partie)

Par GREG ALLAIN

Au début de février, j'ai eu le plaisir de célébrer l'inauguration des nouveaux bureaux de l'ACPPU (voir l'article et la photo dans le *Bulletin* de février), situés à deux pas de notre ancien immeuble, que nous occupions depuis son achèvement en 1994. Lorsque nous avons fait construire notre premier immeuble, nous pensions qu'il répondrait à nos besoins pendant 25 ans. Rares sont ceux et celles qui auraient pu prévoir la croissance prodigieuse que l'ACPPU allait connaître au cours des années qui ont suivi! Au fil du temps, chaque pouce carré de superficie a été utilisé à son maximum. La croissance de l'ACPPU s'est accompagnée d'une augmentation des effectifs. À la fin de 2004, nous n'avions plus de bureaux ni de locaux d'entreposage disponibles. Le personnel a alors examiné la possibilité d'ajouter un autre étage, de conserver l'immeuble et de louer des locaux à proximité, dans un immeuble situé dans la même rue, ou bien de vendre l'immeuble et de louer des bureaux, d'acheter un immeuble existant et de le rénover, ou encore de faire l'acquisition d'un terrain et de s'y construire. En 2005, après avoir examiné chaque solution possible, le Comité de direction de l'ACPPU a approuvé, et soumis au Conseil, le projet de construction d'un nouvel immeuble, donnant ainsi le coup d'envoi à la recherche d'un nouvel emplacement.

Comme je l'affirmais dans le Mot du président de décembre, les anniversaires méritent d'être célébrés, tout comme les grandes étapes qui jalonnent l'existence d'une organisation. L'inauguration de notre nouveau siège administratif constitue l'occasion de faire le point sur la croissance de l'ACPPU au cours des 12 dernières années. Commençons par jeter un coup d'oeil à l'augmentation du nombre de membres, après quoi nous examinerons l'élargissement de nos activités et services, à commencer par la négociation collective.

Depuis 1994, le nombre d'associations membres de l'ACPPU a crû légèrement, passant de 58 à 65, mais le nombre de membres pour lesquels des cotisations sont versées a bondi de 27 600 en 1994 à

Voir DIFFÉRENCE à la page A9 ☞

Spam Filtering: E-mail Freedom at a Price

By ESAM HUSSEIN

My university, like many others, uses a spam filtering service to weed out suspicious e-mail messages. The subject heading of incoming spam e-mail is condemned with the word "SPAM," to enable receivers to filter these from their inbox. Overwhelmed by the volume of incoming spam e-mail, I programmed my e-mail client to send spam to the junk mailbox. After that, I forgot about it, emptying my junk mailbox regularly, without a second look. I convinced myself that if I missed mail that was that important, the sender would use another way to reach me, and if they didn't, it couldn't have been that important anyway. Recently, I noticed that inquires for graduate studies were lost, e-mail from a colleague about logistics for an upcoming conference suddenly stopped arriving, and a publisher complained that I'd failed to return page proofs on time. I may have lost other valuable mail, but I'll never know for sure.

I asked my university's IT department about our spam identification filters and was surprised to learn that e-mail accounts ending in numbers were tagged as spam as were messages written in uppercase characters. And incoming e-mail from some providers was not trusted. To their credit, the system administrators at my school were quite patient with me and altered system protocols to accommodate my concerns, but I was warned it was inevitable that some legitimate e-mail would be tagged as spam. Pursuing "spammy" e-mail further, I learned I could customize e-mail rejection with anti-spam databases such as www.us.sorbs.net[1] and www.surbl.org.[2] The issue comes full circle, so what is the purpose then of automatic mail classification and spam filtering tools when it seems spam isn't spam until the recipient decides it is?

Should e-mail be monitored at all? Is my university e-mail correspondence private or does it belong to my institution? How would you feel if your university's post office opened your mail and classified it for you? On the other hand, do we want to spend valuable time each day eliminating spam from our inboxes?

E-mail has almost entirely replaced regular mail in almost all aspects of academic activities. Inquires about undergraduate and graduate studies are sent by e-mail. Students submit assignments and ask questions electronically, using either university or private e-mail accounts. Manuscripts are submitted, reviewed and processed via e-mail. Conferences call for papers, and registration and accommodations are handled by e-mail. Travel is now via electronic tickets issued by e-mail. Renewal notices for memberships in learned societies are also e-mailed. I can think of many others. In fact, I hardly ever receive "snail" mail anymore, except for journals and professional magazines. As for faxes, I can't recall the last time I received one.

With the dominance of e-mail in our academic life, losing even one message can have a significant impact. E-mail is a lot like triage at the hospital, but too many people think e-mail is real-time conversation and expect a reply back in minutes. And, people trust the system and expect their messages will be received. Increasingly, electronic communications are supplanting and obliterating all other forms. It is then discomforting to think Big Brother is inspecting, although electronically, all our incoming correspondence. Don't ask me, "What am I afraid of?" or "What do I have to hide?" But you can ask me, *"Am I willing to put up with* all the junk mail?"

I am willing to, and do, accept some degree of filtering and classification of e-mail. However, I'd like to know on what basis this is done. In other words, I feel we have the right to know what our institution's spam filtering rules are. I would also expect a spam filtering policy would be established in consultation with stakeholders – academic staff associations in our case. We can then function in an open academic society, which inevitably accepts some restrictions on absolute freedom for the common good. Some will argue that defining a spam filtering policy and making it public defeats the purpose of filtering, as spammers could then circumvent the filters, but there are ways around this. Indeed, some institutions already have such policies in the public domain.[3]

Perhaps CAUT could develop a policy statement on this issue that can be used as a model in our institutions. Until then, make sure you inspect the contents of your junk mailbox, or the mailbox your spam mail is transferred to, before you delete the messages in it – you may find some valuable mail there. You might also ask your institution to explain its spam filtering process and policies. You have a right to know! ■

Esam Hussein is a professor of mechanical engineering at the University of New Brunswick.

1. Spam and Open-Relay Blocking System

2. Spam URI Realtime Blocklists

3. See for example the University of Glasgow's spam policy at www.gla.ac.uk/services/it/forstaff/usinge-mail/spamfilterservice/.

The views expressed are those of the author and not necessarily CAUT.

BRAIN TEASER, #8 IN A SERIES

What is the number to call?

Two passengers on a plane leaving Windsor notice that they're both carrying University of Windsor briefcases. Realizing that they're both returning from interviews for faculty positions, they discuss their experiences. The passenger bound for Quebec enthuses on the diversity of the local arts and culture while the one going home to New Brunswick remarks upon the friendly reception and the wonderful restaurants. Both are impressed by the University's scope of research the way it supports its faculty.

They realize they have another common interest: a love of puzzles, which they indulge to pass the time. When it comes time to de-plane, they decide to stay in touch. The New Brunswick academic decides to extend the puzzle theme by providing the following cryptic contact information:

"The sum of my area code is the same as the sum of the numbers in my exchange (the three numbers after the area code) which, as it happens, appear in descending order. As for the remaining four numbers, the first two represent the number of possible arrangements (of the four-number sequence) and the last two are in ascending order. No number is repeated in the 10-digit phone sequence." What is the phone number?*

* * * *

Want a rewarding academic career? Figuring out the number to call isn't complicated or puzzling; just call Dr. Janice Drakich, Director of Faculty Recruitment at 1-877-665-6608. Or look for faculty postings (and the solution to the above puzzle) at www.uwindsor.ca/facultypositions.

UNIVERSITY OF WINDSOR

* *The phone number is fictitious and was randomly chosen for the purposes of this puzzle.*

www.uwindsor.ca/facultypositions

NEWS

What a Difference 12 Years Make

From PAGE A3

bership. This has resulted in a part-time membership growth from 950 in 1994 to more than 6,500 today.

But membership numbers alone do not tell the whole story. Over time, CAUT services expanded dramatically on all fronts. Here's one expansion move.

In 1994, CAUT's collective bargaining division underwent a major restructuring. The bargaining cooperative, created in the mid-1980s to service locals in the existing bargaining environment, shut down in April 1994, and a new CAUT standing committee on collective bargaining and economic benefits was set up. This committee has, among other positives, crafted almost 50 model clauses[1] on various key topics that are a tremendous asset to our local associations in bargaining. But the work being carried out here is much more than that. A first full-time senior bargaining officer was hired in 2000 and CAUT has hired two assistant executive directors since then to assist member associations with bargaining. Meanwhile, the workload keeps growing.

The reasons are partly because negotiations in academic communities nationwide are becoming more difficult due to employers' increased aggressiveness at the table, but also because as our staff become familiar with local circumstances, they can provide increasingly "personalized" advice, which in turn is increasingly sought out. In any given year, almost one-third of our locals are negotiating agreements with their employers. In the last few months alone, seven associations with very strong strike votes negotiated down to the wire before settlements were reached.

In these cases, as in other less dramatic ones, CAUT's bargaining services vary from consultations between local associations and our bargaining officers to on-site visits. Similarly, long before talks begin, CAUT's bargaining officers are working with local associations. In addition, many associations seek CAUT advice in contract interpretation disputes with their administrations.

To round out what's been happening on the collective bargaining front, CAUT has produced no less than 16 bargaining advisories on topics ranging from intellectual property, online education, freedom to publish, carriage rights and outsourcing to child care, maternity, parental, adoption, compassionate and other family-related leave provisions and accommodation of academic staff with mental disabilities. We've also issued an advisory on wage equity for faculty in equity-seeking groups and another on increasing representation of designated groups on campus. As for our contract academic staff colleagues, there's one on recognition for service, another on appointments for those on per-course contracts and one on access to a career path. Many others on a variety of topics are in preliminary stages and will be issued in the coming months.[2]

CAUT also maintains an extensive database of collective agreements,[3] conducts annual salary and employee benefits surveys and publishes a variety of documents on academic collective bargaining, such as the CAUT Handbook for New Faculty: Negotiating Starting Salaries, and Facts and Figures, a report that summarizes key elements from recent settlements.

Finally, CAUT organizes two events around bargaining: a periodic collective bargaining conference, which looks at specific issues, and an annual chief negotiators' forum, a venue for those who have lead responsibility for bargaining for our member associations. CAUT also brings collective bargaining training to member associations with on-site workshops.

CAUT has expanded its operations and services in many other areas as well, from its strong defence of academic freedom cases to legal services, from new courses and workshop offerings to a greatly expanded list of publications, and from the recent addition of health and safety issues to our heightened profile on the international scene. More on these pursuits in my next column! ■

1. CAUT model clauses are available at www.caut.ca.

2. Bargaining advisories are posted on a password-protected area of CAUT's web site.

3. Ibid.

CAUT Conference

CAREER PATH OR PIT?

Overcoming the Challenges Facing Contract Academic Staff

UNIVERSITY OF ALBERTA

30 MAY-2007

Registration Deadline May 18

WWW.CAUT.CA

CAUT Canadian Association of University Teachers

NEWS ACTUALITÉS

Two-Year Battle Ends in Victory for Trent Faculty

THE Trent University Faculty Association has claimed victory in a two-year grievance battle with the university that ended April 5.

In April 2005, Mark Neufeld and Andreas Pickel, both senior tenured faculty in the political studies department at Trent, were stripped of their departmental appointments without reason and without due process. The faculty association approached CAUT for assistance and CAUT senior legal counsel Rosemary Morgan was assigned to investigate.

Morgan interviewed more than a dozen witnesses in April and May 2005, reviewed all documentation in the case files and provided a comprehensive legal opinion to the faculty association. Later that year TUFA filed grievances on behalf of the individuals and asked for legal services through CAUT to handle the grievances.

Repeated attempts to reach a settlement, including two interventions – one with an independent mediator – proved unsuccessful, so the grievances went to arbitration. At midnight on April 4, 2007, the eve of another hearing day, the university finally agreed to a full and complete settlement of both grievances.

The settlement provides both Neufeld and Pickel with the opportunity, autonomy and support to develop an independent "emphasis program" in global politics. The new program will in time have its own physical space as well. The program also has the support of the university to rename the "Trent International Political Economy Centre" to accord with the name of the new program – "Global Power and Politics."

Under the terms of the settlement, the university also issued a public apology to Neufeld and Pickel for the "harm and considerable distress caused to Professor Neufeld and Professor Pickel as a result of the Dean's unilateral decision to remove Professor Neufeld and Professor Pickel from the Politics Department in April 2005." It acknowledged that the failure to follow due process "was inconsistent with the collective agreement."

Faculty association president Ken Field, one of the union's negotiators, said the settlement recognizes "the integrity of the collective agreement and the importance of due process."

Pickel said the settlement "fully restores our collective agreement rights and finally we have a public acknowledgment of the harm we have suffered."

"We can all move forward now," said Neufeld. "We have lost years of critical research capacity as a result of the expulsion and isolation. The university is finally committed to a full restoration of that loss."

CAUT president Greg Allain said CAUT agreed to provide legal assistance because the grievances were critical, not only for those affected, but also for all academic staff in Canada.

"The removal of two tenured professors, one who was on disability leave at the time of his removal, the other who suffered from a similar disability and was attempting to negotiate a suitable accommodation at the time of his removal, was a gross violation of their right to freedom from discrimination," Allain said. "Freedom from discrimination is one of the pillars of academic freedom."

Allain also said there was grave concern with breach of academic freedom. Neufeld and Pickel were excluded for two years from all aspects of collegial self-governance, including participation in course development and assignment, curriculum development and all other fundamental collegial rights.

The settlement further stipulates that TUFA and the university will jointly develop, with the assistance of experts, comprehensive policies and training for all management and staff on the right to freedom from harassment in the workplace and the duty to accommodate people with disabilities, with a particular focus on the rights and needs of people suffering from mental disability.

"This was a central demand in the grievances," Field noted. "The settlement ensures a reasonable process to develop better protections for the human rights and health and safety of our members."

Other details of the settlement remain confidential, he said. ■

Publication du rapport sur l'affaire Nader

EN 2001, le professeur de géographie George Nader n'a pas été reconduit dans ses fonctions de directeur du Collège Peter Robinson de l'Université Trent, malgré la ferme recommandation du comité des candidatures nommé par le sénat.

La question de sa reconduction est apparue dans la foulée de la décision vigoureusement contestée du conseil de l'université de fermer deux collèges, dont Peter Robinson. Parce qu'il s'est prononcé sans détour contre la fermeture de son collège et qu'il a contesté la validité des arguments financiers invoqués, M. Nader a été réprimandé par le vice-recteur à l'enseignement pour avoir « fait des déclarations aux médias, prétendument dans l'exercice de vos fonctions de directeur, qui doivent être considérées comme préjudiciables au bien-être de l'université ». Bon nombre croient que M. Nader n'a pas été renommé parce qu'il s'est opposé à la décision du conseil.

Pour l'ACPPU, cette affaire a soulevé la question de la mesure dans laquelle les administrateurs des établissements d'enseignement supérieur devraient avoir droit à la liberté académique. William Bruneau, professeur émérite de sciences de l'éducation à l'Université de la Colombie-Britannique, et Tim Quigley, professeur de droit à l'Université de la Saskatchewan, ont été chargés à titre de membres d'un comité d'enquête ad hoc d'examiner la question et de formuler des recommandations à cet égard. Le rapport est reproduit à la page B1 du présent *Bulletin*. ■

English on page A1.

Federal Budget Disappoints on Funding Higher Education

LAST month's federal budget comes up short in fixing the funding gap for post-secondary education, according to CAUT.

While the Conservative government is promising to allocate an additional $800 million to the share of the Canada Social Transfer funding devoted to post-secondary education in 2008–2009, this is well below what's needed to restore funding to 1992–1993 levels, when adjusting for inflation and population growth, says CAUT president Greg Allain.

"It is a significant increase and is certainly welcome, but it isn't enough to make up for the ground we lost over the past decade," Alain said, adding that the budget indicates federal support will grow by 3 per cent every year thereafter.

"On balance, it doesn't match real spending projections. We're essentially looking at a freeze in spending after 2008 and that means a continuing and growing shortfall in the ability of the provinces to invest in affordable, accessible and high-quality post-secondary education systems."

Last April, the premiers endorsed a report calling on Ottawa to increase the allocation for post-secondary education by at least $2.2 billion and to set the escalator at 4.5 per cent in subsequent years.

"Regrettably, the budget makes far less of an investment in post-secondary education than what the provinces said they needed," Allain said.

Block Funding Remains

James Turk, executive director of CAUT, says the Conservative's 2007 budget also does not adequately address the lack of transparency over how federal dollars are allocated between post-secondary education and social services, and whether provinces spend the money as intended.

Turk says he's surprised the government didn't create a separate transfer for post-secondary education as was widely expected, but instead kept intact the Canada Social Transfer, a lump-sum payment to the provinces for education and social services.

"The federal government is not going to seriously address the funding problems of universities and colleges until we have a separate envelope for post-secondary education governed by clear principles over how funding should be spent, as currently exist in the area of health care," Turk said.

Amanda Aziz, national chairperson of the Canadian Federation of Students, says her organization also is concerned that funding might not reach its intended target without spending guidelines for the provinces.

"At this point there is nothing in place to prevent this funding from being used to pave roads in Nova Scotia or fund the Olympic games in British Columbia," Aziz said. "The federal government is using an outdated model for funding post-secondary education that has led to 20 years of underfunding."

In place of a separate transfer, the budget instead provides a nominal division within the CST between money that is supposed to flow only to post-secondary education and money to support social services. The budget says 25 per cent of the CST is for post-secondary education and the federal government will negotiate with the provinces to ensure "accountability" and to "identify priority areas for investment."

"We believe the priorities should be ensuring federal funding goes only to public universities and colleges and should be used to promote accessibility, comprehensiveness and quality standards that promote academic freedom," Turk said.

Little Relief for Students

Student groups also criticized the budget for doing too little to help students and families cope with the rising costs of university and college education.

The budget provides $35 million over two years, and $27 million in subsequent years, to fund 1,000 graduate scholarships. The budget also eliminates the $4,000 limit on annual contributions to registered education savings plans, increases the lifetime contribution limit to $50,000 from $42,000 and increases the maximum annual Canada Education Savings Grant – a top-up provided on RESP contributions – to $500 from $400.

"These measures do little to help students in financial need, as most contributions to RESPs are made by upper-income families," Aziz said. "We would rather have seen an expansion of the Canada Access Grant, which is provided to students on the basis of need."

Aziz also said she was disappointed the budget contains no plan to replace the Millennium Scholarship Foundation, whose mandate is due to expire in 2009. The CFS has been calling for a national system of needs-based grants to replace what it says is the flawed model of the foundation.

The budget does include a federal-led review of the Canada Student Loans Program to "simplify CSLP instruments, make them more effective, and ensure integrated administration and efficient delivery."

Targeted Research Funding

The budget serves up a mixed bag for Canada's research community. There is $510 million for the Canada Foundation for Innovation and $105 million in 2007–2008 in matching funding to support "centres of excellence in commercialization and research." Annual funding for the indirect costs of university research was raised by $15 million. An additional $85 million annually in new funding for the federal granting councils was also announced, but the new money is for research targeted to specific project areas and disciplines – energy, the environment, information and communications technologies, health sciences research, management, business and finance.

"While CAUT is pleased to see increased research funding, we believe the research community and not the government should be setting research priorities," Allain said.

RRSP Age Limits Raised

Other initiatives announced in the budget include a plan to raise the age limit from 69 to 71 for converting a registered retirement savings plan and a registered pension plan. Currently, RRSPs must be fully converted to a registered retirement income fund or used to purchase annuities by the end of the year in which an individual turns 69. Similarly, RPP payments must begin by the same time. This is significant given the end of mandatory retirement in most provinces now.

Modest Funding for Child Care

On the personal tax side, the budget unveiled a new $2,000 tax credit for families, who will receive up to about $310 of additional income tax relief for each child under 18. However, because this is a non-refundable tax credit, families whose incomes are so low that they don't pay taxes will not receive any benefits.

Additionally, $250 million is being transferred to the provinces this fiscal year to help finance more childcare spaces. In future, the annual funding will be rolled into the CST. This funding comes after the Conservatives cancelled the $1.2 billion childcare plan of the former Liberal government that was to start April 1, 2007.

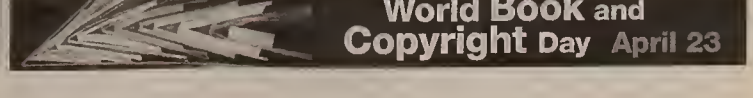
Code Blue for Child Care, a coalition of groups advocating for a pan-Canadian childcare system to which CAUT belongs, says while the Conservative reversal on direct transfers to the provinces is a welcome step in the right direction, the amount of money being offered is nowhere near what is needed to build a universal, accessible and high-quality system.

A Pre-Election Budget

CAUT's James Turk said the budget amounted to a broad mix of new funding, tax cuts and debt reduction initiatives likely designed to lay the groundwork for the next federal election.

"For post-secondary education, however, there is actually very little until next year when the additional $800 million will be transferred to the provinces," Turk said. "And the new money doesn't restore losses over the last decade. Overall, the budget has taken a tentative first step, but has failed to fix the funding gap facing Canada's universities and colleges." ■

Version française à la page A8.



NEWS ACTUALITÉS

PSE Panel Seeks Public Input in New Brunswick

PROPOSALS from a government-led review process underway in New Brunswick could see greater integration of the province's college and university system and a regressive income contingent loan repayment plan for students.

The proposals come out of a discussion paper released last month by the Commission on Post-Secondary Education that also calls for a strategy to increase college and university enrolment in the province.

"The commission's paper is clearly biased on several fronts," said CAUT president Greg Allain. "We are particularly dismayed by the focus on rationalizing programs and the move towards income contingent loans."

Income contingent loans are generally unsubsidized loans tied to a student's post-graduation income. The scheme massively inflates the cost of an education for those who borrow the most because under income contingent schemes loan interest compounds for up to 25 years. In addition, the introduction of income contingent loans in the United Kingdom and Australia facilitated a massive increase in tuition fees.

"New Brunswick has both very high tuition fees and the lowest per capita funding for colleges and universities in the country," Allain said. "The focus of this commission must be on reducing costs for students and their families and improving per student funding. If the province is serious about increasing enrolment for under-represented groups it should move to reduce tuition fees and augment the grants."

Average tuition fees in New Brunswick are the second highest in the country at $5,328. A recent study by the Maritime Provinces Higher Education Commission reports average student debt in Atlantic Canada stands at more than $28,000.

The commission's report raises the issue of greater collaboration between universities and colleges. It acknowledges the lack of provincial research funding and suggests some universities could focus primarily on teaching at the expense of research. It also suggests moving to a university-college style system like the one in place in British Columbia.

"There is a lot of talk in the paper about rationalization and labour market outcomes, but very little discussion about the historical and cultural mandate of New Brunswick universities," Allain said.

See PSE PANEL Page A9

Never before have CAUT *members had such power!*

Relax and let Canada's leading lenders compete for the opportunity to fund your mortgage.

- We take care of all the mortgage shopping details for you.
- We find you the best deal from a wide choice of lenders.
- Personal service. Specialized knowledge. Unbiased advice.

Mortgage Rates*

Variable	3.49
1 year	4.92
2 year	4.99
3 year	5.15
5 year	5.09
7 year	5.35
10 year	5.55

The Mortgage Centre
We work for you, not the lenders.

1.888.216.7770 ext. 227 Fax 1.888.216.7771 Email mtgcntrmetro@aol.com
www.caut.ca/mortgage_centre/

*Mortgage rates as of April 16/2007. Rates are subject to change without notice. Variable rate for initial 3 months. All other rates are closed.

EDUCATORS B&B NETWORK
CELEBRATING 20 YEARS!
$40 A NIGHT FOR TWO!
6,000 Locations Worldwide
"Wonderful Trip!"
David & Caroline- #9326 - Markham, ON
Choose your hosts ❖ We do the rest!
PO Box 5279, Eugene, OR 97405 (800) 377-3480
www.educatorstravel.com

CAUT Sponsors Benefit Concert

AN Ottawa project that provides university courses for homeless and low-income people will be the beneficiary of a benefit concert CAUT is sponsoring this month.

Featuring internationally recognized pianist Yaroslav Senyshyn and flautist Susan O'Neill Senyshyn performing a program of Lizst, Franck and Chopin, the concert will be held at 8:00 p.m. Friday, April 27 in St. Andrew's Presbyterian Church, 82 Kent Street, Ottawa.

Proceeds from the event will go to Discovery University, a program that brings university courses to low-income and homeless people in Ottawa.

"The courses, taught by volunteer faculty from the University of Ottawa and Saint Paul University, provide an opportunity for individuals who might otherwise not be able to attend university to learn new ideas, learn more about themselves, develop critical thinking skills and enhance self-awareness, competence and autonomy," said CAUT executive director James Turk. "In some cases, Discovery University has opened the door to a degree at a local university."

Yaroslav Senyshyn, a member of CAUT's executive, trained under the late great Antonina Yaroshevich of the Kiev Conservatory and is one of Canada's finest pianists. He also studied with Damiana Bratuz, Howard Munn, Clifford von Kuster, Katherine Wolpe and Pierre Souverain. His performances have won him acclaim at major concert halls worldwide, including New York's Carnegie Hall, Washington's John F. Kennedy Center for the Performing Arts, Toronto's St. Lawrence Centre for the Arts and Massey Hall and the Grand (Bolshoi) Hall of the Moscow Conservatory. The Washington Post has described Senyshyn as a pianist of "enormous power" and "sophistication."

Yaroslav Senyshyn will perform at a benefit concert in Ottawa this month.

Recipient of a National Arts Centre Orchestra Bursary and winner of a University of Ottawa Concerto Competition, Susan O'Neill-Senyshyn studied with principal flautists Ervin Monroe (Detroit Symphony Orchestra), Robert Cram (National Arts Centre Orchestra), Paul Edmund-Davies (London Symphony Orchestra, UK) and Geoffrey Gilbert, who taught many top players, including the internationally acclaimed flautist James Galway. An active soloist and chamber musician, O'Neill-Senyshyn has performed in both England and Canada. ■

Concert tickets are $25 for adults and $20 for seniors and students, and are available through Ticketmaster Canada. CAUT also welcomes donations – payable to CAUT and sent to 2705 Queensview Drive, Ottawa ON K2B 8K2 – so free tickets can be given to students enrolled in Discovery University courses.

Ontario, Saskatchewan Budgets Diverge on Fees & Funding

ONTARIO'S Liberal government and the ruling New Democrats in Saskatchewan have made their plans clear in pre-election budgets tabled last month.

Ontario Students Get Zip

The big message in the Ontario government's budget on March 22 was on anti-poverty measures and small business tax cuts. Despite the rhetoric of attacking child poverty, the hike in the minimum wage and the new Ontario Child Benefit will be phased in over several years and the McGuinty Liberals have yet to honour a promise to end the claw back of the National Child Tax Benefit.

And despite massive tuition fee hikes announced last spring, there was no help in the provincial budget for students looking for assistance. However, there was a modest increase in operating funding for the provinces' colleges and universities to assist with burgeoning enrolment and infrastructure challenges. Enrolment pressures across Ontario's post-secondary system means there are several thousand students who are not funded under the current formula.

"We've been very concerned about the risk to educational quality that this gap poses," said Michael Doucet, president of the Ontario Confederation of University Faculty Associations. "This new investment will help address this concern, but only temporarily."

He also noted the recently announced increase in federal transfers will mean $1 billion in new funding for Ontario over the next three years – starting in 2008–2009. Doucet contends this funding must be used to hire additional full-time faculty and to increase the quality of higher education in the province.

Saskatchewan Students Enjoy Tuition Freeze

Meanwhile, the government of Saskatchewan unveiled a so-called "centennial" budget that continues the freeze on post-secondary tuition fees for a third year and sets aside $21.6 million for increased operating funding.

In addition, the budget introduced a new $10,000, five-year Graduate Tax Exemption program. When combined with existing tax exemption amounts, the plan means new graduates who stay in Saskatchewan will not have to pay provincial taxes on their first $20,000 of income for five years. There is a carry forward provision of up to five years for those whose income is insufficient to initially take advantage of the tax break.

"We are pleased the provincial government has frozen tuition at 2004 levels," said Dorothy Lane, chair of the University of Regina Faculty Association. "And, the increased graduate tax exemption will encourage students to enroll in post-secondary programs and to remain in Saskatchewan after graduation."

Although encouraged by these elements inclusion in the budget, Lane cautioned that the new funding was not sufficient to ease faculty workload or recruit new full-time faculty to replace retiring faculty.

She also said, at $5,063, arts and science undergraduate tuition fees still remain beyond reach for too many Saskatchewan families. ■

Version française à la page A8.

NEWS ACTUALITÉS

CAUT Embarks on New Faculty Workload Study

A MAJOR survey looking at academic work will be launched this fall by CAUT.

"Few aspects of academic life in Canada are more complex, or less well studied, than faculty workloads," said James Turk, executive director of CAUT. "Relying as higher education does on public support and satisfaction, the data gathered from the survey will be an important component of our ongoing efforts to ensure the work of faculty is adequately understood, properly organized and suitably compensated."

CAUT will select a stratified random sample of 10,000 academics to report on their work.

The responses received will be analyzed over the winter and spring by a work group headed by professor Paul Grayson of York University. The final report will be completed by the fall of 2008.

"We hope faculty members invited to participate in the survey will see the 30 minutes spent completing the questionnaire as a worthwhile contribution to Canada's first full national portrait of faculty workload," Turk said.

He said he hoped the study would assist member academic staff associations in bargaining as well as inform the public of the work faculty do. ■

L'ACPPU entreprend une nouvelle étude

L'ACPPU amorcera dès l'automne une vaste enquête sur la charge de travail du personnel académique. Selon James Turk, directeur général de l'ACPPU, « peu d'aspects du milieu universitaire et collégial au Canada se révèlent plus complexes, ou moins bien étudiés, que la charge de travail du personnel académique. À l'heure où les établissements d'enseignement supérieur dépendent des deniers publics et misent tout autant sur la satisfaction du public, les données de cette enquête viendront alimenter les efforts constants que nous déployons pour bien faire comprendre les enjeux du travail du personnel académique et assurer l'organisation adéquate et la juste rémunération de ce travail. »

L'ACPPU mènera cette enquête auprès d'un échantillon aléatoire stratifié de 10 000 répondants.

Les réponses recueillies seront analysées au cours de l'hiver et du printemps par un groupe de travail placé sous la direction du professeur Paul Grayson de l'Université York. Le rapport final sera terminé à l'automne 2008.

« Le questionnaire prendra 30 minutes à remplir, mais nous espérons que les membres qui seront invités à participer à l'enquête y verront une chance de contribuer à dresser un premier tableau complet de la charge de travail des membres du personnel académique au Canada », indique M. Turk.

Il compte bien que l'étude aidera les associations membres de l'ACPPU dans le processus de négociation et qu'elle permettra de sensibiliser le public au travail du personnel académique. ■

New President at Regina Marks 'Optimism'

RELATIONS between the University of Regina and two of its federated colleges are undergoing a welcome transformation, following a change in leadership at the university.

Under its previous president and vice-chancellor, Robert Hawkins, the university cut about 40 per cent of the credit hour offerings at Luther and Campion colleges for the 2006–2007 academic year and showed every sign of imposing additional cuts to programs and staff in the coming year.

Hawkins resigned Dec. 21, citing "differences of opinion on management philosophy and other issues." But his resignation didn't signal a new direction in early 2007 negotiations between university and college officials that failed to resolve outstanding issues separating the parties, or dispel the worries of faculty members across the campus.

A letter sent by CAUT to the university early last month warned that continuing or imposing further cuts would compromise the continued viability of the colleges and urged the university to "mitigate the damage done to the federated colleges by last year's extraordinary cuts."

It also stressed the value of the colleges in attracting "students who would otherwise be unlikely to attend the University of Regina."

Dorothy Lane, chair of the University of Regina Faculty Association, said mitigating the damage seems to be what the university now has in mind.

She said college leaders met with the university's interim president, Allan Cahoon and his successor, Jim Tomkins, in mid-March and initial reports from that meeting suggest the university is backing off on its austerity demands.

"We're optimistic that difficulties between the university and the colleges can be resolved," Lane said. "Of particular relief to faculty members is the promise that program development, class offerings and enrollment limits will once again be determined through the university's consultative mechanisms."

She added that it was "extremely helpful" to have an experienced faculty colleague like Tomkins moving into the university's top post.

Tomkins has a 37-year history at U of R, where he is emeritus professor of mathematics and statistics and served a term as chair of the faculty association.

"Working to resolve the conflict with its federated partners is a smart move on the part of the incoming administration," Lane concluded. "The cuts to the colleges were having negative effects throughout the broader campus community, but now we have a chance to put some of the pieces back together." ■

Enseignement postsecondaire : un groupe d'experts donne la parole aux Néo-Brunswickois

LES propositions formulées dans le cadre d'un processus d'examen public en cours au Nouveau-Brunswick pourraient déboucher sur une intégration plus poussée du système d'éducation postsecondaire de la province et sur la mise en place d'un régime de remboursement des prêts étudiants en fonction du revenu.

Ces propositions, contenues dans un document de réflexion publié le mois dernier par la Commission sur l'éducation postsecondaire, préconisent également une stratégie propre à augmenter les inscriptions dans les collèges et les universités de la province.

« Le document de la commission est, à plusieurs égards, manifestement biaisé », affirme Greg Allain, président de l'ACPPU. « Nous sommes particulièrement consternés de voir privilégier la rationalisation des programmes et l'octroi de prêts étudiants fondés sur le revenu. »

En général, ces prêts ne sont pas subventionnés et leur remboursement est lié au revenu gagné par l'étudiant après l'obtention de son diplôme. De ce fait, ils augmentent considérablement le coût des études supérieures pour ceux qui se sont lourdement endettés puisque, s'agissant de prêts remboursables en fonction du revenu, les intérêts s'accumulent sur une période pouvant atteindre 25 ans. De plus, à l'exemple du Royaume-Uni et de l'Australie qui ont déjà pris un tel virage, ces régimes ont fait monter en flèche les droits de scolarité.

« Non seulement le Nouveau-Brunswick pratique des frais de scolarité très élevés, mais c'est aussi la province où le niveau de financement par étudiant pour les universités et les collèges est le plus faible au pays », souligne M. Allain. « La commission doit chercher avant tout à alléger le fardeau financier des étudiants et de leur famille et à améliorer le niveau de financement par étudiant. Si la province a réellement l'intention d'augmenter les inscriptions des groupes sous-représentés, elle devrait trouver des solutions pour réduire les droits de scolarité et majorer les bourses d'études. »

Au Nouveau-Brunswick, les droits de scolarité s'établissent en moyenne à 5 328 $ — soit le deuxième rang au pays parmi les niveaux les plus élevés. Selon une récente étude de la Commission de l'enseignement supérieur des Provinces maritimes, la dette moyenne des étudiants dans ces provinces dépasse la barre des 28 000 $.

Dans son rapport, la Commission sur l'éducation postsecondaire du Nouveau-Brunswick soulève la question de savoir s'il devrait exister une collaboration plus étroite entre les universités et les collèges. Elle reconnaît aussi le problème de sous-financement de la recherche par la province, donne même à entendre que certaines universités pourraient délaisser plus ou moins la recherche au profit de l'enseignement, et propose d'évoluer vers un réseau universités-collèges à l'exemple du système en place en Colombie-Britannique.

« Le document de réflexion s'étend longuement sur les gains d'efficacité et les résultats du marché de travail, mais effleure à peine la mission historique et culturelle des universités du Nouveau-Brunswick », mentionne M. Allain. « Or, cette mission, qui est d'aller au-devant des besoins de collectivités bien définies et à laquelle s'attache bon nombre de nos établissements, est justement l'un des grands atouts du système d'éducation de la province. Et pour renforcer cette mission, il est essentiel d'accroître sensiblement les fonds de recherche. »

M. Allain dénonce d'autre part l'accent démesuré que met le rapport sur les résultats économiques.

« Si elle devait être appliquée, l'idée de susciter la participation accrue des entreprises au financement des universités porterait atteinte à l'indépendance des sénats », observe M. Allain. « Et le fait de privilégier les résultats du marché de travail pourrait en fait compromettre la véritable mission des universités, qui est d'apprendre aux étudiants à développer leur réflexion critique. »

La commission, coprésidée par Rick Miner, recteur du Collège Seneca et ancien vice-recteur de l'Université du Nouveau-Brunswick, et Jacques L'Écuyer, président fondateur de la Commission d'évaluation de l'enseignement collégial du Québec, tiendra ce mois-ci, dans toute la province, des consultations publiques avec les intervenants du secteur de l'éducation postsecondaire. Elle doit présenter son rapport final au premier ministre de la province au cours de l'été. ■

English on page A6.

University of Alberta Ends its Age 65 Rule

A MOTION approved by the University of Alberta's Board of Governors last month calls for eliminating mandatory retirement at 65 for academic staff.

The board's move mirrors the support for the change by a task force of administrators and academic staff leaders formed last year to examine the university's retirement rule and marks the end to a decades-long battle over the issue at the university.

Twenty-two years ago, history professor Olive Dickason felt she was at the peak of her research and teaching career when she turned 65 and the university pushed her to retire.

Dickason fought the university at the Alberta Human Rights Commission and won, but the university appealed, and the case went to the Supreme Court of Canada, where the university narrowly won in 1992.

But things have changed since, and provisions needed to be put in place now to retain and attract senior scholars, U of A provost and vice-president academic Carl Amrhein said in a statement.

"We recognize that today's life and work environments are very different from a number of years ago," he said. "People are living longer and want to continue contributing. Those who perform a positive service to the university beyond the age of 65 are important to the needs of our growing university."

Amrhein added the new policy also should help in the recruitment of top professors, some of whom want to teach past age 65 and would choose to go to universities where mandatory retirement had been eliminated.

"Getting rid of mandatory retirement is something our association has been working towards for some time," said academic staff association president David Johnson, noting the change brings the U of A in line with other North American universities. "We are pleased negotiations are complete and we can now move forward."

He also said the policy still needs to be ratified by academic staff to become effective on June 30. ■

Registrations are now being accepted for

Future of Past-Secandary Education in Saskatchewan:

Affordability and Accessibility

April 19-20, 2007 – Saskatoon, SK

To register or for more information:
www.postsecedconf.com

Un budget décevant pour le secteur de l'éducation supérieure

Selon l'ACPPU, le budget fédéral déposé le mois dernier ne s'attaque pas de front au déséquilibre du financement de l'éducation postsecondaire.

Le gouvernement conservateur promet certes d'augmenter de 800 millions de dollars la part du Transfert canadien en matière de programmes sociaux (TCPS) consacrée à l'éducation postsecondaire en 2008-2009, mais cette hausse demeure en deçà du niveau de financement atteint en 1992-1993, compte tenu de l'inflation et de la croissance démographique, fait valoir le président de l'ACPPU, Greg Allain.

« Cette hausse, cependant, si elle est appréciable et bienvenue, ne permet pas de regagner le terrain que nous avons perdu ces dix dernières années », affirme M. Allain, en précisant que l'aide fédérale prévue dans le budget augmentera ultérieurement de 3 % par an.

« Dans l'ensemble, cette croissance ne correspond pas aux projections de dépenses véritables. Nous nous acheminons en fait vers un gel des dépenses après 2008, ce qui continuera de réduire grandement la capacité des provinces d'investir dans des systèmes d'éducation postsecondaire abordables, accessibles et de grande qualité. »

En avril 2006, les premiers ministres des provinces ont souscrit à un rapport qui appelait Ottawa à affecter une somme supplémentaire minimum de 2,2 milliards de dollars au titre de l'éducation postsecondaire et à fixer le facteur d'indexation à 4,5 % au cours des années ultérieures.

« Malheureusement, les ressources budgétaires prévues à ce titre sont largement inférieures aux chiffres des besoins établis par les provinces », déplore M. Allain.

Le directeur général de l'ACPPU, James Turk, dénonce le fait que, dans son budget de 2007, le gouvernement conservateur ne se préoccupe pas comme il le devrait de savoir de quelle façon les sommes d'argent consenties sont réparties entre l'éducation postsecondaire et les services sociaux, ni si les provinces dépensent cet argent aux fins prévues.

Il se dit étonné que le gouvernement n'ait pas créé, comme tout le monde s'y attendait, un transfert distinct pour l'éducation postsecondaire et qu'il se soit gardé de toucher le Transfert canadien en matière de programmes sociaux (TCPS) — le mécanisme de financement global qui apporte une aide aux provinces pour l'éducation postsecondaire et les services sociaux.

« Le gouvernement fédéral ne s'attaquera jamais sérieusement aux problèmes de financement des universités et des collèges tant et aussi longtemps qu'une enveloppe budgétaire distincte ne sera pas créée pour l'éducation postsecondaire et que l'utilisation de ces crédits fédéraux ne sera pas régie par des principes clairement définies, comme il en existe dans le domaine de la santé », prévient M. Turk.

La Fédération canadienne des étudiantes et étudiants craint aussi, selon sa présidente nationale Amanda Aziz, que le financement n'atteigne pas la cible visée s'il n'y a pas de lignes directrices sur la façon dont les provinces devront dépenser cet argent.

« Rien n'a encore été mis en place pour empêcher que ce financement ne serve à paver les routes en Nouvelle-Écosse ou à financer les Jeux Olympiques en Colombie-Britannique », a ajouté M^me^ Aziz. « Le gouvernement fédéral utilise un modèle désuet de financement de l'éducation postsecondaire dont le résultat a été 20 ans de sous-financement. »

Au lieu d'un transfert distinct, le budget crée une division symbolique à l'intérieur du TCPS entre les fonds qui sont censés financer l'éducation postsecondaire et ceux qui sont affectés aux services sociaux. Le budget précise que 25 % du TCPS sont réservés au financement de l'éducation postsecondaire et que le gouvernement fédéral négociera avec les provinces en vue d'assurer « l'imputabilité » et de cerner « les secteurs prioritaires d'investissement ».

« Nous sommes d'avis que les transferts fédéraux ne devraient viser que les universités et collèges publics et qu'ils devraient servir à promouvoir l'accessibilité, l'exhaustivité et des normes de qualité qui favorisent la liberté académique », soutient M. Turk.

Les organisations étudiantes ont elles aussi dénoncé le budget qui, selon elles, n'aide pas suffisamment les étudiants et leurs familles à supporter le coût croissant des études universitaires ou collégiales. Trente-cinq millions de dollars sur deux ans et 27 millions de dollars par la suite serviront à financer 1 000 bourses d'études supérieures.

D'autre part, le budget élimine le plafond des cotisations annuelles de 4 000 $ aux régimes enregistrés d'épargne-études (REEE), fait passer de 42 000 $ à 50 000 $ le plafond cumulatif des cotisations et porte de 400 $ à 500 $ le montant maximal annuel de la Subvention canadienne pour l'épargne-études (SCEE), qui s'ajoute aux cotisations aux REEE.

« Ces mesures n'aident guère les étudiants qui ont besoin d'un soutien financier, puisque la plupart des cotisations aux REEE sont versées par des familles à revenu élevé », observe M^me^ Aziz. « Il aurait été préférable d'investir dans l'élargissement des Subventions canadiennes d'accès, qui sont octroyées aux étudiants en fonction de leurs besoins financiers. »

M^me^ Aziz se dit déçue que le budget ne prévoie aucun plan pour remplacer la Fondation des bourses d'études du millénaire, dont le mandat doit expirer en 2009. La Fédération canadienne des étudiantes et étudiants n'a cessé de réclamer un système national de bourses fondées sur les besoins en remplacement du programme de financement « bancal » de la fondation.

Le gouvernement fédéral s'engage également, dans le budget de 2007, à effectuer un examen du Programme canadien de prêts aux étudiants afin « de simplifier les mécanismes du programme, d'améliorer leur efficacité et d'assurer une administration intégrée ainsi qu'une prestation efficiente ».

Le budget prévoit une variété de mesures d'aide financière à l'intention du milieu de la recherche canadien : 510 millions de dollars sont accordés à la Fondation canadienne pour l'innovation; 105 millions de dollars en fonds de contrepartie seront versés en 2007-2008 aux « centres d'excellence en commercialisation et en recherche; 15 millions de dollars de plus par an seront affectés au financement des coûts indirects de la recherche universitaire. En outre, des crédits supplémentaires annuels de 85 millions de dollars seront versés aux conseils subventionnaires fédéraux, mais cet argent est destiné à des disciplines et des projets précis — l'énergie, l'environnement, les technologies de l'information et des communications, les sciences de la santé, la gestion, les affaires et les finances.

« Si l'ACPPU se félicite de l'accroissement du financement de la recherche, elle estime néanmoins qu'il appartient au milieu de la recherche et non pas au gouvernement de déterminer les priorités de recherche », fait valoir M. Allain.

Entre autres mesures annoncées dans le budget, le gouvernement prévoit de porter de 69 à 71 ans l'âge limite à laquelle un particulier devra convertir un régime enregistré d'épargne-retraite (RÉER) ou un régime de pension agréé (RPA). À l'heure actuelle, les RÉER doivent être entièrement convertis en fonds enregistrés de revenu de retraite (FERR) ou utilisés pour acheter une rente viagère avant la fin de l'année dans laquelle le particulier atteint 69 ans. Le versement des prestations de RPA commence à la même date. Il s'agit d'un changement important, compte tenu du fait que la plupart des provinces n'imposent plus d'âge de retraite obligatoire.

En ce qui concerne l'impôt sur le revenu des particuliers, le budget prévoit l'établissement d'un nouveau crédit d'impôt pour enfants de 2 000 $, qui procurera aux familles un allégement fiscal d'au plus 310 $ pour chaque enfant âgé de moins de 18 ans. Toutefois, ce crédit d'impôt n'étant pas remboursable, il ne rapportera rien aux familles à très faible revenu qui ne paient pas d'impôt.

Le gouvernement transférera également 250 millions de dollars aux provinces en 2007-2008 pour appuyer la création de places en garderie. Au cours des années ultérieures, ces fonds seront intégrés au TCPS. Ce financement est accordé alors que, dans son dernier budget, le gouvernement conservateur avait annulé le programme de garderies de 1,2 milliard de dollars dont le gouvernement libéral précédent avait prévu l'entrée en vigueur le 1^er^ avril 2007.

La coalition Code Bleu pour les services de garde — regroupement d'organismes, dont l'ACPPU, qui militent pour la mise en place d'un réseau pancanadien de services de garde à l'enfance — estime que le gouvernement conservateur a franchi un pas dans la bonne direction en revenant sur sa décision au sujet des transferts directs aux provinces, mais que les sommes consenties sont très loin de suffire pour ériger un système universel et accessible de grande qualité.

Tout compte fait, résume M. Turk, le budget est une vaste combinaison de nouvelles initiatives de financement, de réductions d'impôt et de mesures de réduction de la dette destinées vraisemblablement à préparer le terrain pour les prochaines élections fédérales.

« Le budget ne comporte toutefois que très peu de mesures pour l'éducation postsecondaire d'ici à l'an prochain, moment où les crédits supplémentaires de 800 millions de dollars seront transférés aux provinces », observe M. Turk. « Et cette somme est loin de compenser les pertes subies ces dix dernières années. Globalement, le budget de 2007 constitue un premier pas hésitant qui ne réussit pas à redresser le déséquilibre du financement auquel sont confrontés les universités et les collèges au Canada. » ■

English on page A5.

L'Ontario et la Saskatchewan adoptent des approches budgétaires différentes

Les gouvernements libéral de l'Ontario et néo-démocrate de la Saskatchewan ont annoncé clairement leurs plans dans les budgets préélectoraux qu'ils ont déposés le mois dernier.

Rien pour les étudiants dans le budget ontarien

Dans le budget du gouvernement de l'Ontario présenté le 22 mars, ce sont les mesures de lutte contre la pauvreté et les réductions fiscales pour les petites entreprises qui ont la vedette. En dépit des beaux discours sur la nécessaire lutte contre la pauvreté des enfants, la hausse du salaire minimum et le versement de la nouvelle Prestation ontarienne pour enfants seront échelonnés sur plusieurs années, et les libéraux du premier ministre McGuinty n'ont toujours pas honoré leur promesse de mettre un terme à la retenue de la Prestation nationale pour enfants.

Malgré les hausses massives des droits de scolarité annoncées le printemps dernier, le budget provincial ne prévoit aucune aide financière pour les étudiants. Il offre cependant aux collèges et aux universités de la province une légère augmentation des fonds de fonctionnement pour les aider à composer avec le nombre croissant d'inscriptions et les nouveaux besoins d'infrastructure. La hausse des effectifs dans l'ensemble du système postsecondaire de l'Ontario a pour conséquence que des milliers d'étudiants ne sont pas financés dans le cadre de la formule actuelle.

« Ce manque à gagner est très inquiétant pour la qualité de l'éducation », a déclaré Michael Doucet, président de l'Union des associations des professeurs des universités de l'Ontario. « Ce nouvel investissement contribuera à alléger le problème, mais seulement temporairement. »

Il a aussi souligné que la hausse des transferts fédéraux annoncée récemment représentera 1 milliard de dollars supplémentaires pour l'Ontario au cours des trois prochaines années financières, à compter de 2008-2009. M. Doucet estime que ces fonds devraient servir à embaucher des professeurs à temps plein supplémentaires et à améliorer la qualité de l'enseignement supérieur dans la province.

Gel des droits de scolarité maintenu en Saskatchewan

Pour sa part, le gouvernement de la Saskatchewan a dévoilé son budget « du centenaire » qui maintient pour la troisième année le gel des droits de scolarité au niveau postsecondaire et augmente les fonds de fonctionnement de 21,6 millions de dollars.

De plus, le budget instaure un nouveau programme quinquennal d'exonération fiscale de 10 000 $ pour les étudiants diplômés. Avec les exonérations actuelles, cela signifie que les nouveaux diplômés qui resteront en Saskatchewan n'auront pas à payer d'impôt provincial sur la première tranche de 20 000 $ de leur revenu pendant cinq ans. Une disposition permet également aux personnes dont le revenu est insuffisant pour bénéficier de l'allégement fiscal dès le départ de s'en prévaloir cinq ans plus tard au maximum.

« Nous nous réjouissons que le gouvernement provincial ait gelé les droits de scolarité depuis 2004 », a déclaré Dorothy Lane, présidente de l'association du personnel académique de l'Université de Regina. « De plus, l'exonération fiscale accrue offerte directement aux diplômés des établissements postsecondaires de la Saskatchewan encouragera les étudiants à s'inscrire à des programmes postsecondaires et à rester dans la province à la fin de leurs études. »

Bien que l'inclusion de ces éléments dans le budget soit encourageante, M^me^ Lane précise que les nouveaux fonds ne permettent ni d'alléger la charge de travail du personnel académique ni d'embaucher de nouveaux membres à temps plein pour remplacer ceux qui partent à la retraite.

Elle fait de plus remarquer qu'à 5 063 $, les droits de scolarité exigés pour les programmes du premier cycle en arts et en sciences demeurent hors de portée d'un trop grand nombre de familles de la Saskatchewan. ■

English on page A6.

NEWS ACTUALITÉS

PSE Panel Seeks Public Input in New Brunswick

☞ From PAGE A6

"One of the strengths of the New Brunswick system is the historic mandate that many of our institutions carry to reach out to specific communities and we need a significant reinvestment in research funding to strengthen that mandate."

He also warns of the report's excessive focus on economic outcomes. "If implemented, the report suggestions for increased business involvement in universities would undermine the independence of university senates," Allain said. "And the focus on labour market outcomes may actually undermine what universities do best, which is teaching students to think critically."

The commission, headed by Rick Miner, president of Seneca College and a former vice-president academic of the University of New Brunswick, and Jacques L'Écuyer, founding chairman of the Commission d'évaluation de l'enseignement collegial of Quebec, is seeking stakeholders' input from public consultation meetings across the province this month, and has committed to report its findings to the premier this summer. ■

Version française à la page A7.

Ethiopia

Teachers Freed Amid Allegations of Torture

THREE elected officers of the Ethiopian Teachers Association who were released from unlawful detention last month experienced torture and other abuse, Education International said in a press release April 3.

Tilahun Ayalew, Meqcha Mengistu and Anteneh Getnet were arrested by government security agents in December and appeared more than 10 times in court during their three months in custody.

No explanation for their arrest or detention was given, but EI informs that the three teachers were repeatedly beaten in custody in an effort to compel them to confess to the ETA's involvement in supporting a rebel opposition front.

All three suffered severe injuries as a result of the physical assaults while in detention. Ayalew now has a fractured leg bone. Mengistu sustained persistent bleeding in one ear and now has hearing problems. Getnet has scars on his arms and forehead and both his arms are now deformed. Last May, Getnet reportedly almost died from serious injuries sustained during an abduction and severe beating at the hands of unidentified assailants.

The men are now attempting to resume normal lives in Ethiopia, which is proving difficult. Ayalew and Mengistu are fighting their school administrations to be reinstated to their teaching duties, while the series of harsh abuses Getnet has endured over the past year has left him physically unable to resume teaching in the near future.

CAUT was among many organizations worldwide that responded to EI's urgent action appeals to Ethiopian authorities in January. EI says the massive show of solidarity from affiliates, along with Amnesty International's declaration that the men were prisoners of conscience, was instrumental in securing their release.

EI says it will continue to monitor the situation together with the ETA, and will try to ensure the full reinstatement of the teachers. ■

Tentative Deal at University of Saskatchewan

THE University of Saskatchewan Faculty Association reached agreement March 22 with the university on a four-year contract deal, after working without one for almost two years.

The agreement stipulates a two-year retro contract for 2005–2007 and a new contract for the next two years that runs to June 30, 2009.

The agreement provides average salary increases of 3.62 per cent for each year of the plan and a series of salary grid reforms that will remove steps from each rank and reduce the slope from floor to ceiling. All told, the new agreements will see salary increases that range from 23.3 per cent for junior assistant professors to 10.07 per cent for senior full professors and see all faculty granted significantly enhanced lifetime earnings. The deal also provides for a .5 per cent increase in employer contributions to the pension plan (to be matched by employees) and increases in other benefits.

As on so many campuses, workload was another breaking point between the faculty and administration. Among the stipulations of the new contract are workload guidelines that will enable academic departments to assign duties more equitably and provide a benchmark for total workload within the department.

USFA chief negotiator Tim Quigley said the new contract "tracks pretty close" to the union's proposals, but other issues remain a concern.

"There was a conflict over equity," Quigley said. "The employer wanted to replace exiting equity language with a vaguely-worded 'diversity' strategy that was devoid of concrete measures. Bargaining was fierce on this contract issue and we were successful in preserving the status quo. We did try and negotiate improved language, but we weren't getting anywhere."

As a result, Quigley said, the union will need to look at the grievance process as a venue to move forward on both pay equity and employment equity.

The agreement is contingent on ratification by the members of the union and the university board of governors. ■

Quelle différence 12 ans peuvent faire!

☞ Suite de la PAGE A3

39 700 en 2007, soit une hausse de 44 %. Si l'on tient compte de l'ensemble des membres des associations fédérées, on constate que l'ACPPU représente 57 000 membres du personnel académique à l'échelle du pays.

À quoi attribuer cette formidable croissance? Un certain nombre de facteurs entrent en ligne de compte. Premièrement, l'ACPPU a admis sept nouvelles associations locales dans ses rangs : l'Atlantic School of Theology Faculty Association, l'Association des professeures et professeurs de l'Université Saint-Paul, la Brescia Faculty Association, la Huron University College Faculty Association, l'Association des professeurs de l'École de médecine du Nord de l'Ontario, la University Clinical Faculty Association of UBC et l'Ontario College of Art and Design Faculty Association.

Deuxièmement, des associations qui avaient cessé de faire partie de l'ACPPU y sont revenues. C'est le cas de la University of Saskatchewan Faculty Association. Troisièmement, deux syndicats provinciaux se sont joints à nous ces dernières années, en l'occurrence la Federation of Post-Secondary Educators of British Columbia, qui représente plus de 10 000 professeurs et membres du personnel (répartis dans 18 sections locales), dont 1 130 font partie de programmes qui décernent des diplômes; et la division académique des collèges communautaires d'arts appliqués et de technologie, appartenant au Syndicat des employés et employées de la fonction publique de l'Ontario, qui compte 9 500 membres dont près de 500 sont associés à des programmes décernant des diplômes.

L'augmentation du nombre de nos membres aussi provient de la croissance des associations de personnel académique. Par exemple, au cours des 12 dernières années, le nombre de membres cotisants a augmenté de 1 700 à l'Université de l'Alberta, de 800 à l'Université de Calgary et de 1 100 à l'Université de la Colombie-Britannique. Les associations de la côte Est ont aussi connu une forte augmentation du nombre de leurs membres : 25 % à l'Université Dalhousie, 52 % à l'Université Acadia et 74 % à l'Université St. Thomas.

Si l'on examine les différentes catégories de membres, on constate que c'est parmi les personnes nouvellement embauchées que la croissance s'est surtout fait sentir, ce qui n'est pas surprenant. À l'échelle nationale, le nombre de professeurs titulaires est demeuré presque inchangé par rapport à 1994 (9 060), alors que les gains ont été plus marqués dans les rangs des professeurs agrégés, dont le nombre est passé de 8 640 en 1994 à 9 600 en 2007. De plus, le nombre de professeurs adjoints a presque doublé, passant d'environ 5 500 en 1994 à 10 100 en 2007. Le nombre d'adhérents dans les autres catégories a fait un bond d'environ 1 700.

Les efforts que l'ACPPU a déployés pour obtenir l'intégration du personnel académique contractuel non syndiqué dans ses associations membres expliquent également la croissance interne de notre organisation. Ces efforts ont eu pour résultat de porter le nombre de membres à temps partiel à plus de 6 500, alors qu'il n'était que de 950 en 1994.

Toutefois, le nombre de membres ne dit pas tout. Au fil des ans, les services offerts par l'ACPPU ont sensiblement augmenté dans tous les domaines. Voici un des secteurs qui témoigne de notre expansion.

En 1994, la Division de la négociation collective de l'ACPPU a fait l'objet d'une importante restructuration. La coopérative de négociation, créée au milieu des années 1980 pour servir les sections locales dans le contexte de négociation de l'époque, a cessé d'exister en avril 1994, cédant la place à un nouveau comité permanent de l'ACPPU chargé de la négociation collective et des avantages économiques. On doit à ce comité, entre autres réalisations, la rédaction de près de 50 clauses modèles[1] sur divers sujets clés, qui constituent un atout clé pour nos associations locales au moment des négociations collectives. Mais les réalisations ne s'arrêtent pas là. Un premier agent de négociation principal à temps plein a été embauché en 2000, et l'ACPPU a recruté depuis deux directeurs généraux adjoints chargés d'aider les associations membres dans leurs négociations. Or, le volume de travail continue d'augmenter!

Ce phénomène s'explique en partie par le fait que les négociations sont de plus en plus ardues dans le milieu de l'enseignement supérieur partout au pays, non seulement parce que les employeurs adoptent une attitude belliqueuse plus prononcée dans les négociations, mais également parce que, au fur et à mesure que notre personnel se familiarise avec les situations particulières des associations, il devient mieux à même de fournir des conseils plus « personnalisés », qui sont davantage sollicités. Chaque année, près du tiers de nos associations locales négocient des conventions avec leur employeur. Au cours des derniers mois seulement, sept associations dont les membres s'étaient prononcés dans une forte proportion en faveur de la grève ont négocié jusqu'à l'extrême limite avant de parvenir à un règlement.

Dans ces cas, comme dans d'autres moins dramatiques, les services offerts par l'ACPPU vont des consultations entre les associations locales et nos agents de négociation aux visites sur place. De même, les agents de négociation de l'ACPPU collaborent avec les associations locales bien avant que les négociations ne commencent. En outre, un grand nombre d'associations font appel aux conseils de l'ACPPU dans le cas de conflits d'interprétation des conventions collectives avec leurs employeurs.

Pour compléter sur le sujet de la négociation collective, j'aimerais mentionner que l'ACPPU a produit, sous le titre de *L'Actualité en négociation*, pas moins de 16 documents sur différents sujets : propriété intellectuelle, enseignement en ligne, liberté de publier, propriété du grief, sous-traitance, dispositions concernant les congés (congé pour la garde d'enfants, congé de maternité, congé parental, congé d'adoption, congé familial et autres congés de cette nature) et mesures d'accommodement pour le personnel ayant une incapacité mentale. Nous avons également publié un document sur l'égalité des salaires pour les professeurs appartenant aux groupes d'équité et un autre sur l'augmentation de la représentation des groupes désignés sur les campus. Par ailleurs, nous avons produit, à l'intention de nos collègues contractuels, un document sur la reconnaissance des années de service, un autre sur les procédures d'embauche des chargés de cours et un troisième sur l'accès à une progression de carrière. Plusieurs autres documents portant sur des sujets variés sont en préparation et seront publiés au cours des prochains mois[2].

L'ACPPU a de même établi une banque de données sur les conventions collectives[3], mène aussi des enquêtes annuelles sur les salaires et bénéfices, et publie plusieurs documents sur la négociation collective, dont *Comment négocier le salaire de départ : Guide pour les professeurs nouvellement nommés* et *Faits et chiffres*, qui fournit régulièrement un sommaire des derniers règlements.

Enfin, l'ACPPU organise deux types de rencontres sur les négociations : la Conférence sur la négociation collective, qui examine des thématiques particulières reliées à la négociation, et le Forum annuel des négociateurs en chef, destiné aux responsables des négociations pour les associations membres. Nous fournissons également un atelier de formation à la négociation collective donné sur place pour toute association qui en fait la demande.

L'ACPPU a élargi ses activités et services dans de nombreux autres domaines : défense ardue de la liberté académique, services juridiques, nouveaux cours et ateliers, nouvelles publications, questions de santé et de sécurité, enjeux internationaux. J'y reviendrai le mois prochain. ■

1. Les clauses modèles sont accessibles sur le site www.acppu.ca.

2. Les numéros de *L'Actualité en négociation* sont publiés dans la section protégée par mot de passe du site de l'ACPPU.

3. *Ibid.*

CAREERS CARRIÈRES

SECTION B

Index Indices

B1	A		N
B2	B		O
	C		P
B4	D		Q
	E	B9	R
	F		S
B5	G		T
	H		U
B6	I		V
	J		W
	K		X
	L		Y
B7	M		Z

B9 Accommodations

How to Place a Career Ad

PHONE
613-820-2270

FAX
613-820-2417

EMAIL
ads@caut.ca

MAIL
CAUT Bulletin
2705 Queensview Dr.
Ottawa, Ontario
K2B 8K2

Direct correspondence and questions to the Advertising Coordinator

Print career ads posted online at **ACAOEMICWORK.CA** for free.

Comment mettre une annonce

TÉLÉPHONE
613-820-2270

TÉLÉCOPIEUR
613-820-2417

COURRIEL
ads@caut.ca

POSTE
Bulletin ACPPU
2705, prom. Queensview
Ottawa (Ontario)
K2B 8K2

Adresser la correspondance et les questions à la coordonnatrice de la publicité

Les publicités imprimées sont affichées gratuitement sur **TRAVAILACADEMIQUE.CA**.

A

■ **ACCOUNTANCY — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates in all areas of Accounting for appointments beginning July 1, 2007 or thereafter. Rank is open. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The University of Waterloo consistently ranks as the leading comprehensive university in Canada, and offers a stimulating environment for research and teaching. The School of Accountancy's faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our highly regarded undergraduate, and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://accounting.uwaterloo.ca/. We encourage applications from all qualified candidates, although Canadian citizens and permanent residents receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To be considered please send, in electronic form if possible, a curriculum vitae, a sample of your research, and the names and contact information of three referees to: lola@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lori Laronde, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of the applications will start from October 2006 and will continue until the positions are filled.

■ **ACCOUNTING — University of Prince Edward Island.** The School of Business at the University of Prince Edward Island invites applications for a full-time, tenure-track position in Accounting. The successful candidate will be flexible and motivated to teach courses at the undergraduate level in the accounting field and possibly introductory finance. The normal teaching load for 2007–2008 is six courses (two preparations per semester) and from 2008 onward this will become a teaching load of five courses. The candidate will be expected and encouraged to pursue an active research program, contribute to the governance of the School and University, and be involved in the local community. Applicants should have, or be close to completing, a PhD from an accredited institution and have an accounting designation. Preference will be given to those with strong work experience in the accounting field. Successful applicants should be able to demonstrate the potential to teach effectively and have a strong research record or potential for completing high-quality research. The start date for the position is July 1, 2007. The type of academic appointment will depend on the qualifications of the successful candidate. The letter of application should include a recent curriculum vitae, a statement of teaching philosophy, a description of research and teaching interests, and names and addresses of three references. Please forward a completed application to Roberte MacDonald, PhD, Dean, School of Business Administration, University of PEI, Charlottetown, PEI, Canada, C1A 4P3; or e-mail a complete file to romacdonald@upei.ca. Applications will be accepted until April 30, 2007, or until the position is filled. Additional information regarding the position or the School is available online at http://business.upei.ca, or directly from the Dean. We thank all applicants, and will acknowledge the receipt of your application, but only those candidates being interviewed will be contacted. The University of PEI is committed to employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All advertised positions are subject to final budgetary approval.

■ **ACCOUNTING — Saint Mary's University.** The Department of Accounting in the Sobey School of Business at Saint Mary's University invites applications for three tenure track positions at the Assistant or Associate Professor level commencing July 1, 2007. Applicants should have strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. A professional accounting designation is also highly desirable. Candidates with substantially equivalent qualifications and experience may also be considered. With over 70 full-time faculty and an enrollment of approximately 2,500 full and part-time students, enrolled in BComm, MBA, EMBA, and PhD programs, the Sobey School of Business is the largest business program in Eastern Canada. The School is housed in a modern facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the University has also established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately fifteen part-time instructors per semester. A wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates over 100 accounting majors each year. Saint Mary's University is located in Halifax, a cosmopolitan city of over 350,000, and is widely regarded as a centre of education, innovation, health care, government and distribution. The city and its environs offer an exceptionally good quality of life. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should submit a letter of application, curriculum vitae and the names and full contact information of three referees to: Dr. Peter Secord, Chair, Department of Accounting, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3; Fax: (902) 420-5011; or by e-mail to the Department of Accounting at cathy.golden@smu.ca. More information about the University may be found at www.smu.ca. The closing date for applications is March 31, 2007, or when the position is filled.

■ **ANTHROPOLOGY — University of Waterloo.** The Department of Anthropology, University of Waterloo, invites applications for a tenure-track position at the Assistant or Associate Professor level in Anthropology. The successful candidate must have a PhD in Anthropology and an active research program. The department has a flourishing undergraduate program and has just begun a joint MA program in Public Issues Anthropology with the University of Guelph. It is in conjunction with this new graduate program that we wish to hire an additional colleague. We seek an individual who specializes in studies of cultural change among Indigenous populations from an international and cross-cultural perspective. Ideally the candidate's research will include an emphasis on medical anthropology, or technology in a cross-cultural context, or indigenous peoples' relations with governments. Salary commensurate with qualifications and experience. The closing date for applications is August 31, 2007. Send curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication to: Professor Anne Zeller, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Additional information concerning the Department of Anthropology can be found at http://anthropology.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **ARTS VISUELS (SCULPTURE) — Université d'Ottawa.** Le Département d'arts visuels de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur(e) en sculpture à temps complet au rang d'adjoint conduisant à la permanence. Nous cherchons une personne ayant une pratique de sculpture active, et qui possède une bonne connaissance des matériaux et méthodes de la sculpture. Une expérience des pratiques tridimensionnelles hybrides ainsi que des aptitudes dans l'enseignement de celles-ci seraient souhaitables. Le Département offre le Baccalauréat en arts visuels et le Majeure en arts visuels, deux programmes qui sont axés à la fois sur les pratiques d'atelier et sur la théorie, ainsi que des programmes en histoire et théorie de l'art. Un programme de maîtrise est en cours pour septembre 2007. Des aptitudes à l'enseignement aux premier et second cycles sont requises. Exigences: Maîtrise en beaux-arts (MFA) ou l'équivalent; Un engagement soutenu envers la production artistique, assorti d'un dossier d'exposition dynamique; Bonne connaissance des enjeux de l'art contemporain; Une aptitude pour la conception de programmes et les tâches administratives; La capacité, dès l'entrée en fonction, d'enseigner en français et en anglais; Un minimum de trois ans d'expérience en enseignement postsecondaire. Le salaire est établi selon la convention collective de l'Université d'Ottawa. Entrée en fonctions: 1er juillet 2007. Date limite des candidatures: Le 23 avril 2007 ou jusqu'à ce que le poste soit comblé. Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les autochtones, les membres des minorités visibles et les personnes handicapées à postuler. Prière de faire parvenir un curricu-

Advertising Deadlines 2006–2007 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE \ NUMÉRO	AD DEADLINE \ DATE LIMITE	PUBLICATION DATE OR PARUTION
September 2006 septembre	August 09 août 2006	August 31 août 2006
October 2006 octobre	September 06 septembre 2006	September 28 septembre 2006
November 2006 novembre	October 04 octobre 2006	October 26 octobre 2006
December 2006 décembre	November 08 novembre 2006	November 30 novembre 2006
January 2007 janvier	November 29 novembre 2006	December 21 décembre 2006
February 2007 février	January 05 janvier 2007	January 25 janvier 2007
March 2007 mars	February 01 février 2007	February 22 février 2007
April 2007 avril	March 01 mars 2007	March 22 mars 2007
May 2007 mai	April 03 avril 2007	April 24 avril 2007
June 2007 juin	May 02 mai 2007	May 24 mai 2007

Advertising Rates (Section B)

All prices in effect until June 2007

CAREERS
Display ads ..... $60 / col.inch
Classified ads ..... $1.10 / word

OTHER
Classified ads ..... $0.50 / word

ADDITIONAL CHARGES
Colour surcharge (CMYK) $900
Digital output (CMYK ads only) $75
Premium space (display ads only) ..... +25%
Agency commission (camera-ready display ads) ..... –15%

Tarifs de publicité (Section B)

Les tarifs sont en vigueur jusqu'en juin 2007

CARRIÈRES
Grandes annonces ..... 60 $/pouce-col.
Annonces classées ..... 1,10 $/mot

AUTRES
Annonces classées ..... 0,50 $/mot

FRAIS ADDITIONNELS
Supplément pour quadrichromie ..... 900 $
Impression numérique (quadrichromie) ..... 75 $
Espace-prime (les grandes annonces) ..... +25 %
Ristourne d'agence (prêts à photographier) ..... –15 %

Publisher's Statement

The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél.: (202) 737-5900, ou de visiter www.aaup.org.

CAUT ACPPU BULLETIN

CAUT Ad Hoc Investigatory Committee Report

Trent University & the Denial of Professor George Nader's Reappointment

This report considers academic freedom as it applies to university administrators. It ably draws conclusions about the Trent University administration and Professor George Nader before the closure of Trent's Peter Robinson College, and shows how the question of the academic freedom of administrators is central in this case. CAUT's Academic Freedom and Tenure Committee considers that the academic freedom of university and college administrators is a crucially important matter, and thanks the investigatory committee for its report. The present document is a first step in thinking about academic freedom for administrators, and the committee plans to draft a policy statement thereon. The committee welcomes commentary arising from the report.

1. Introduction

In 2001, Professor George Nader was denied reappointment as principal or "master" of Peter Robinson College. The search committee had recommended by a six-one plurality, with two abstentions, to name Nader to the post, and he had stated his willingness to serve.

This event followed a period of controversy during which the survival of Peter Robinson College was in question. Over the preceding two years, Nader did what he could to persuade the university not to close the college. Along with others, he acquired the support of the university's senate, faculty association, students, staff and members of the public. Further, he worked to ensure a judicial review of the college's closure, once the decision had been ratified by Trent's board of governors. In short, he criticized the policy of the Trent administration.

In late 2000, Trent university president Bonnie Patterson and vice-president Graham Taylor reprimanded Nader for his activities as a public critic of the administration's policy. In the summer of 2001, Nader's reappointment as principal was refused.

There was a prima facie case that Nader's academic freedom had been abridged, as his criticism of the Trent administration looked to have been a contributing, if not the chief factor in the decision to refuse reappointment.

Under these circumstances, an ad hoc investigatory committee was appointed in October 2003 by CAUT's Academic Freedom and Tenure Committee. The members of the investigatory committee were William Bruneau, University of British Columbia and Timothy Quigley, University of Saskatchewan. The committee was asked to investigate the actions of George Nader and Trent University in relation to the failure of Nader to be reappointed principal of Peter Robinson College; determine whether there were breaches of or threats to academic freedom; make recommendations as to the extent and nature of the entitlement of administrators to academic freedom; and make any other appropriate recommendations. This is their final report.

2. Background

2.1 Trent & its colleges

On Nov. 12, 1999, Trent's board of governors agreed to president Patterson's proposal that her administration be authorized to close or to relocate Peter Robinson College and Traill College — the university's two downtown colleges.[1] The proposal struck some members of the Trent University community as paradoxical. They said it came from an administration previously committed to residential colleges closely tied to the city and region of Peterborough. The founders of the university thus chose to situate two colleges and additional administrative functions of the university in the central city, rather than on Trent's main riverside campus. Significant numbers of the Trent University community could not see how the new arrangement fit with Trent's historic commitments.

Administration arguments for closure or re-configuration of colleges rested on financial and political criteria. The expense of running these two colleges, it was claimed, warranted sale and/or relocation. Sale or relocation would produce one-time income for Trent,[2] and put an end to a plentiful supply, or more accurately a potential supply, of red ink.

Opponents of the colleges' closures or re-configurations alleged the administration wanted the Government of Ontario to look favourably on Trent. If the administration closed the colleges, the critics said, it would look as if Trent were pursuing "efficiencies." Especially if the cuts were visible and sustained, Trent would demonstrete it was making maximelly "good use" of public funds. Queen's Perk might thus distribute large grants to Trent under the SuperBuild programme of that day.[3]

Indeed, by May 2000, Trent's administretion knew the Government of Ontario would fund new arts and science facilities at Trent, and rumour had it the university would receive somewhere between $26 and $33 million. That funding would be a key feature of a five-year scheme to acquire $70 million for capital development. On one interpretation of Ontario politics, Trent would receive maximum funding in return for the adoption of an appropriate "business model."[4] By the spring of 2000, college closures or transformation were consistent features of Trent administration planning.

Trent University faculty members, students, and members of the public were divided from the outset as to whether relocation, or closure and sale of Peter Robinson and Traill were financially, administratively, or (most of all) educationally justifiable. Support for the idea was to be found among members of the Trent administration, board of governors, some senators, occasional writers of letters to the local press, as well as some faculty and students.

Opponents of the college closures, energetic and possibly in the majority, believed the demise of any colleges would amount to the undermining of Trent's historic mission.[5] This same opinion was shared by the Trent University Faculty Association.

CAUT supported a judicial review application seeking an order to quash the Nov. 12, 1999 resolution of Trent's board, which purported to authorize the closure, sale, or relocation of Trent's two downtown colleges. The applicants, members of Trent's teaching faculty, claimed the resolution infringed the exclusive jurisdiction of Trent's senate, conferred by the Trent University Act, to control, regulate and determine the educational policy of the university.[6]

The application was denied. In a split decision, the Ontario Court of Appeal dismissed an appeal to overturn the Divisional Court's denial of judicial review: *Kulchyski v. Trent University*, [2001] O.J. No. 3237 (Ont. C.A.). The Supreme Court of Canada refused leave to appeal that decision.

A "business analysis" of the closures, submitted Nov. 22, 2000 to the board by Nader argued that even on a strict cost benefit basis, closure made little sense.[7] Meanwhile, the student press and, eventually, the daily press were sceptical of the administration's schemes. For the purposes of the present report, it does not matter whether opponents of the administration plan were or were not in the majority, as the point at issue has to do with a key participant's academic freedom in the matter.

(In the event, Peter Robinson College was closed, some of its operations moved to the main Trent University campus, and its traditional centre of activity, Sadleir House, sold. Traill College has continued to operate in its old location, under new policies and mandates.)

2.2 Professor George Nader

Between summer 1999 and autumn 2001, Nader — then principal of Peter Robinson College and a tenured faculty member at Trent University — was centrelly important in discussions of the administretion plans for Peter Robinson College. His views were made known through letters and memoranda to university officiels, contributions to proceedings of the senate and board (including "open letters" to the board),[8] organization of a society devoted to the survivel of Peter Robinson College in its traditional home, communications with the press, public utterances and through communications with interested colleagues at Trent.

Nader, acting as master of Peter Robinson College, was often the conduit for messages from the Peter Robinson College community of faculty, staff and students. It was Nader who, on Sept. 29, 2000 forwarded the text of a motion passed by the Peter Robinson College Council, a representative and advisory body concerned with the college's administration and internal life. That motion called for a continuance of the college's existence in its traditional location in downtown Peterborough.

The present inquiry could not tell whether Nader's work as transmitter of college council motions led the administration to presume he was in some sense a troublemaker. The reason for uncertainty on this point is that president Patterson chose not to participate in this ad hoc inquiry and instructed her administration not to participate (Appendices E, G and M). Subsequently, Tim Ouigley wrote to Patterson to indicate the inquiry was concerned less with the reappointment of Nader and more with academic freedom as it pertains to senior administretors (Appendix F). Patterson said that neither she nor vice-president Susan Apostle-Clark would be available to meet with the committee when its members travelled to Peterborough (Appendix G). She suggested contacting Apostle-Clark to arrange an alternative date and time for discussing the issue. The latter did not reply when Ouigley tried to contact her to arrange a conference call.

Among organizations supporting Nader's work at Trent, in Peterborough, and elsewhere, were the Trent University Faculty Association and CAUT. Trent University professors Peter Kulchyski, Ian McLachlan and Andrew Wernick, with the support of CAUT, applied for judicial review to reverse the decision to close Peter Robinson College.

The faculty association also launched an unsuccessful grievance on bahalf of Nader on Aug. 13, 2001, relying on its collective agreement clause on academic freedom.[9] The grievance was not pursued because Nader had not been a member of the faculty association at the time of the claimed abridgement of his academic freedom. Although CAUT's Academic Freedom and Tenure Committee is not concerned or entitled to pursue a grievance in the matter, it seeks to answer questions raised by the terms of reference to this ad hoc inquiry.

Nader's term as principal of Peter Robinson College ended June 30, 2001,[10] but in the two years leading up to that moment, he worked to further discussion of the college's educational tasks and goals and to press for the college's survival — in its traditional home, although possibly with revised goels and objectives.

Throughout, as we show later (sec. 4), Nader relied on evidence and data that were publicly accessible to all interested persons.

Nader's communications offered a view of Trent's past and future that differed markedly from the administration's view. This difference became explicit at minuted public meetings of the board (of which Nader was a member), in minutes of the senate, in correspondence to which we have made reference and in interviews carried out by this inquiry in February 2005. The difference was plainer still in administration letters sent to Nader in 2000–2001.

2.3 Failure to reappoint

On June 30, 2001, the vice-president (acedemic), Graham Taylor, wrota to Nader "... to thank you for undertaking this task over the past five years. I know that you have a strong commitment to the collage and I appreciate that. I want to assure you that our goal is to ensure that Pater Robinson College continues to be a vital part of Trent University at its new location on tha Symons (that is, tha main) campus. Once again, I wish to thank you for your work as Master of the college and wish you tha best for your future activities."[11]

Nader was now to return to full-time academic work as a member of the university's geography department.

Taylor's civilly written message presumed the sale and ralocation of Peter Robinson College. But for our purposes, it is even more significant for its background.

The administration had moved to discourage Nader from continuing his public criticism of administration policy on the matter of Peter Robinson College's closure and relocation by twice reprimanding him in letters written in the fall of 2000 (Appendices B and O).

2.3.1 Vice-president Taylor's letter of reprimand — Vice-president Taylor opened his reprimand (Appendix B) with a predictable charge, that Nader was conflating his academic and administrative roles: "... until recently it appeared to me that you were making an effort to differentiate between the expression of those views as an individual member of the Trent community and your responsibilities as an appointee of the Board of Governors as Principal of the College. But I now perceive that not only do you seem to be conflating those roles but you are making statements to the public media, purportedly in your role as Principal, that must be recognized as detrimental to the well-being of the university."

We do not accept that a frenk criticism of administration policy "must be recognized as detrimental to the well-being of the university." Nader's activities might be interpreted as embarrassing to the administration, but an administrative embarrassment is not the same thing as a deed or word act "detrimental to the well-being of the university."

The question remains, did Nader's activities harm Trent University?

Taylor pressed his case, noting thet Nader was a trustee of the "Friends of Trent Colleges," an association set up to raise, and did raise, "funds on behalf of the legal action taken by several Trent faculty against the Board of Governors of Trent University, which was the subject of a judicial review earlier this week."

He noted that the judicial review "has been costly for the university," but admitted that Nader was within his rights as an individual "to support these actions." He went on to say that he objected to Nader's use of his title (master, or principal of Peter Robinson College) in the course of fund-raising activity, and to Nader's use of "the facilities of Peter Robinson College."

We find no ready justification to see an academic-administrative title ("master" or "principal") as fundamentally different from the title "professor." Trent's official statement on the "Duties of a Residential College Head" (Appendix H, and especially points (a), (e), (g)–(k)) provides a list of obligations and responsibilities with considerable academic importance and impact.

Therefore, we find that Taylor's distinction between academic and administrative duties, in the case of a residential college head, erred by making that headship an administrative matter only.

As e result of our inquiry over the course of two days of interviews with persons directly acquainted with the events of 1999–2001 (among them a member of the board of governors, staff members, students, academic colleagues and Nader himself) we concluded there was no evidence that any expenses were charged to the account of Trent University in order to do the work of "Friends of Trent Colleges" (on the use of college facilities, see 3.3.1 Use of résources, on page 4).

We did not attempt what might be called a "forensic audit," not having relevant expertise. Nor do we recommend such an audit be done. All we do is assert that Trent funds were not misdirected to the "Friends of Trent Colleges."

It is obvious that as principel, Nader may have had a degree of political influence vis-à-vis the Trent community and Trent alumni. We found no evidence that Nader relied on that influence to undermine or to weaken his university.

Taylor went on to make a charges about Nader's use of "confidential" documents: "With regard to the 'open letter' which you recently sent to the Board of Governors of Trent University ... the preparation of this document does not constitute in any way a part of your duties as Principal of Peter Robinson College and it is inappropriate for you to present it to the Board as if it was prepared by you acting in your capacity as Principal ... I am informed that in the distribution of this material, a confidential list of addresses of members of the Board of Governors was used in order to se-

lectively distribute the document in advance of formally sending it to the Finance and Property Committee of the Board. This represents an improper use of confidential information which was provided to you in your capacity as Principal of the College and it must not be repeated."

It strikes us as odd that Trent University governors' addresses are confidential. If this address list was not a central causa of Nader's denial, then Taylor's mention of it is a kind of "window-dressing."

In a significant remark, Taylor wrote of Nader's public release of financial data and calculations: "In the material attached to the 'open letter,' you use source materiel prepared by the Physical Resources Department for the Capital Strategy proposal to the Board of Governors last fall. Included in that source material which you cite, is information relating to the market value of certain Trent properties. This material was prepared on a confidentiel basis for the review of the Board Audit and Finance Committee, and was sent to the Ontario government with the request that it remain confidential, a request that was honoured. I do not know how you acquired this information, but your inclusion of it in the attachment to your 'open letter' which has now not only gone to the Board of Governors but many othar people in the university and possibly to the public media, can potantially have e detrimantal impact on the finances of Trent University."

We note Taylor had access to these "confidential" data and could not undarstand how Nader acquired access. Nader informed us he obtained this information from the humen resources department. When he obtained it, thare was no indication that it was confidential.[12] Once relaased, data and evidenca ere not the private property of administrators. Nader's use of them is in the grand tradition of collegial debate about the purposes and functioning of the university. We say again: this may have embarrassed tha administration, but surely it did not prevent the administration — then or later — from closing Peter Robinson College, or from obtaining large provincial grants.

2.3.2 President Patterson's letter of reprimend — On Oct. 26, 2000, Patterson wrote to Nader, reiterating Taylor's point on the question of financial data (Appendix O). She turned then, following on her direct reprimand, to the question of the appointment of a new principal for Peter Robinson College: "Over the next few weeks, I have asked Vice-President Taylor to meet with the fellows of Peter Robinson College to discuss immediate and longer-term issues including the College Heed search for Peter Robinson College thet will need to take plece leter this year. He has, I know, talked with you about his expectations of you in your role es head of the college this year as preparations are made to consolidate on the Symons Campus. I hope that for the sake of the College and the University as a whole, and in particular our students, you will fulfil your role as expected and allow progress to be made on transition issues in the months that remain of this academic year."

In any ordinary academic circumstance this letter, and particularly the paragraph we cite, would constitute a reprimand and would lead to a reasonable inference: that Nader's reappointment was in doubt.

2.3.3 Refusal to reappoint — In an electronic message of April 24, 2001, Matthew Naylor (chair of the Peter Robinson College head search committee) welcomed the news that Nader was prepared to accept a two-year reappointment as principal of Peter Robinson College.

On May 6, 2001, vice-president Taylor wrote to Naylor (e-mail) to say that "I do not think this is an appropriate recommendation and I would ask the committee to consider its options more thoroughly."

We come to a crucial point of evidence, Nader's notes of a June 26, 2001 meeting with the president and vice-president of the university (Appendix J). According to those notes, the president offered three reasons to deny Nader's reappointment:

- Nader's opposition in published reports and public statements, to the board's capital development plan;
- His role as a trustee of the Friends of Trent Colleges; and
- That students and faculty were divided on the matter of relocation, and that, therefore, the college should be relocated.

She noted thet the chair of the board agreed with her on the deniel of Nader's reappointment.

Her last assertion does not square easily with documents on the views of Peter Robinson College faculty and council members. On Sept. 5, 2000, the fellows of Peter Robinson College had *unanimously* "re-affirmed their commitment to maintain and foster the development of Peter Robinson College at its present town locetion" — long before the meeting described in Appendix J.

On July 17, 2001, 15 faculty members and professional librarians of Peter Robinson College reeffirmed their wish that Nader serve a second term as principal of Peter Robinson College.

The day after, an article by Julie Smyth eppeared in the National Post, whose headline captured fairly exactly the tenor of these events: "Criticism of Trent led to demotion: professor; University ignores committaa's advice to reinstate academic." That same story mentioned an analogy between Neder's denial of reappointment and other cases where faculty members' criticisms of administration policy had landed them in difficulty. The question was, of course, whether Nader was an academic in the usual sense, or merely en administrator. In mid-2001, those questions were left in abeyence, awaiting the present inquiry.

On one procedural point, there can be no doubt: the search committee for a head of Peter Robinson College wes merely advisory to the president of the university. Patterson had the right to deny Nader's reeppointment, and she did. We, on the other hand, ask whether her action constituted an infringement of Nader's ecademic freedom.

3. Inquiry Procedures

3.1 Appointment of the committee

The committee was eppointed by CAUT's Academic Freedom and Tenure Committee in October 2003. Wayne MacKay, then president of Mount Allison University, was appointed along with William Bruneau and Tim Quigley. MacKay later indicated his inability to participate and efforts were mede to locate another senior administrator, preferably e president, of another Canadian university who would serve. In the end, it was decided the two-person ad hoc committee of Bruneau end Quigley should conduct the inquiry.

We had access to substantial documentation, but were prevented by other commitments from visiting Trent University until early 2005. As we heve noted, president Patterson was invited to participate, but as Appandices E, F, G, M, and tha discussion in section 2.2 demonstrate, she declined thosa invitations. Former vice-president academic Greham Teylor also declinad to be interviewed (Appendices K and L).

3.2 The committee's visit to Trent University

Wa trevelled to Peterborough to meet with various individuals on Feb. 8 and 9, 2005. We interviewed 10 individuals: Georga Neder, Oavid Morrison, Oavid Tough, Constantin Boundas, Ken Brown, Oaryl Bennett, Oerek MacIntosh, Ken Field, Stefen Bilaniuk and Ian McLachlan. On Feb. 9, Andrew Wernick spoke at length by telephone with Williem Bruneeu.

Some interviews were conducted at the main campus of Trent University while others took plece et Sedleir House, formerly an integral component building of Peter Robinson College, at a distance from the main campus.

Extensive notes were taken by both committee members. We also debriefed to ensure we both had heard the same information and to clarify our observations end conclusions about each interview.

Subsaquently, we did research on academic freedom and the extent to which the doctrine is applicable to senior university administrators. Quigley engaged tha services of Jeff Howe, a law student, to assist with this task.

3.3 Summary of the interviews

The following is a brief summary of the substance of the interviews that were conducted.

Nadar, who taaches statistics and geography, was the first interviewea. He set out his version of the sequence of events that lad to his not being reappointed and provided a great deal of informetion and documentation. Of most significance, he described tha extent of the opposition to the closure of Peter Robinson College, how he came into possession of the financial information referred to in Section 2.3.1, his desire to be reappointad, and the fact that the principal position is en acedemic appointment by the senate. Indeed, he likened the position to that of e department head in an academic depertment.

Morrison is en internetional studies professor end former director of Trent's international progrem. He is also an ex-dean of arts and science and a former vice-president academic. He indiceted he accepted with regret the "cabinet solidarity" that was a part of those senior administrative positions, but thought the positions of principal and director should be considered middle management positions.

Morrison also has been chair of the site development and space utilization committee, e committee of the senete end advisory to the president and boerd. Although he was away for most of the Peter Robinson College controversy, he remained in contact through e-mail end provided an affidavit for the judicial review applicetion. His committee had rejected the

proposal to close Peter Robinson College, but was overruled by the president, a decision he viewed as "unprecedented." He also described how he was berated by Taylor, then vice-president academic, and was threatened with external and internal reviews of his programme, and scrutiny of his expense claims, because of his opposition to the closure of Peter Robinson College.

Morrison agreed with Nader's behaviour because he saw the latter's responsibility as securing the best interests of his college and that it was Nader's duty to oppose the closure if he felt it was not an appropriate action. The colleges had traditionally been viewed as academic communities, rather than merely dormitories. He also opined that academic freedom accrued to academic administrators, at least below the level of the president's executive (the various vice-presidents and the deans of arts and science and graduate studies). Indeed, he recalled that, when he was dean of arts and science, Nader, then associate dean and principal of Blackburn College, had publicly disagreed with him on a financial issue. Although he had disagreed with Nader, he had not questioned his right to speak out. Morrison also said college budget information was availabla to anyone.

Tough has been at Trent University for 12 years in a variety of capacities, including editor of the student newspaper and senior don of Peter Robinson College. He had previously been a graduate student and was a graduate students' association representative on the committee to appoint the principal of Peter Robinson College. He was active in opposing the closure. He noted a motion was passed by the fellows of Peter Robinson College to empower Nader to do everything he could to stop the closure. He said it became clear to him during the appointment process that Nader's opposition to the closure was a major factor in the senior administration's decision not to reappoint.

Boundas is a retired professor of philosophy. He considered that Nader had a duty to oppose the closure and to report on the financial situation. He also stated that historically, the colleges had often passed resolutions for consideration by the senate, the board and the administration. He considered that academic freedom was not divisible according to type of duties in the university and that it should extend as far as to vice-presidents and associate vice-presidents.

Brown, Bennett and MacIntosh were interviewed together at their request. Brown had been a student at Peter Robinson College and worked at the Trent University IT department for 17 years. Bennett served on Trent's board from 2000–2004, but was not reappointed. He said he believed his non-reappointment resulted from his opposition to closure of Peter Robinson College. MacIntosh had been a student in cultural studies and was housed at Peter Robinson College, although a student in Champlain College. He served as student representative on Trent's board from 1998–2000, on the senate from 1998–2001 and as president of the students' association during 2000–2001. All three had opposed the closure of Peter Robinson College and supported Nader's efforts in this regard. All believed Nader's conduct wes appropriate under the circumstances.

For example, while on the board, Bennett had asked for a report from Nader and encouraged him to circulate it. Nader had asked to appear before the board on tha issue, but was refused. Petitions came to the board from members of the Trent community, with 200 signatories favouring closure and 1,500 in opposition. Bennett later learned from the provincial government that closure of Peter Robinson College was not a condition of funding under the SuperBuild program. He also asserted that, to his knowledge, the failure to reappoint Nader was the first time a selection committee's recommendation was not respected.

3.3.1 Use of resources — Field and Bilaniuk, respectively the past president and then-president of Trent University Faculty Association, were interviewed together with their agreement. They said Nader's duties included advocacy on behalf of Peter Robinson College and that his was an academic appointment. They also opined that use of facilities and resources of the university would be a normal feature, or consequent, of academic freedom. They saw a direct connection between the centralized managerial style of governance at Trent and what they saw as violations of academic freedom.

McLachlan has been a professor at Trent University since 1970 and served as principal of Peter Robinson College from 1977–1982. He is also a former member of the board and was one of the applicants in the application for judicial review. He was absent during some of the controversy concerning the closure, but supported Nader's actions. He viewed the principal's position as an academic appointment and stated that academic freedom was not divisible according to the job duties of an academic appointee. He strongly asserted that the principal of a college had an advocacy role in respect of that college.

Of particular significance, he referred to a similar controversy during his tenure es principal of Peter Robinson College, in which he had widely distributed a document, like Nader, and had had it published in the student newspaper. No challenge had been made to his right or authority to do so. In his opinion, the documents used by Nader were in the public domain. Moreover, he indicated that a part of an academic's responsibility to the university consists of using university resources to exercise academic freedom. Finally, he indicated that the selection procedures for the position of principal were almost identical to those for the selection of an ordinary faculty member.

Wernick, who was also one of the applicants in the judicial review case, was unable to attend the interviews and participated by telephone. His recollection of events was consistent with that given above. He noted the Trent administration's derogation of the senate and other academic decision-making bodies during the period 1999–2001. His views suggested it made little sense to distinguish sharply between administrative and academic aspects of the Peter Robinson College closure. He said administration action moved inappropriately into the academic domain during the events of 1999–2001.

4. Findings & General Discussion

• Nader is a tenured academic holding an academic teaching appointment at Trent University before, during and after the key events discussed in this report (1999–2001).

• Nader's work as principal of his college was academic in scope and purpose. His responsibility for the care of students and colleagues had a primarily academic and educational character, although his educational responsibility was expressed in the practical terms of an entire college program for the social and educational development of Peter Robinson College's students.

• The president's and vice-president's letters of reprimand show the Trent administration was not disposed to reappoint Nader, because of his determined criticism of administration policy. The evidence in Nader's "notes" [Appendix J] further illustrates and supports this view. As Taylor's Feb. 8, 2005 letter suggested [Appendix K], there may have been other reesons for the administration's decision not to reappoint Nader. Of this we cannot be certain, es president Patterson refused to see us or to allow her officials to speak to us. Later efforts to speak to the vice-president academic met with failure [Appendices F and G]. We reason on the basis of what we know or were permitted to know. There is, however, evidence his reappointment wes denied because of his criticism of the administration and we could find no evidence showing this was not the case.

• At no point did Nader's public utterances materially threaten the ability of the Trent administration to make policy or to execute it. Nader relied in public on no "secret" materials. He betrayed no administration secrets and told the public nothing that any determined member of the public could not have found out for herself. In the end, despite his efforts, Peter Robinson College was closed.

• CAUT policy is explicit on a relevant feature of academic freedom: academic colleagues should face no material penalty for criticizing administration policy. This inquiry is satisfied that Nader was, es principal of Peter Robinson College, et all times an academic. His ability to influence administration policy and decision making was limited, much the way a department head's powers and influence are limited.

• University administrators need not rely on power, authority and hierarchy to make their underlings do es they are ordered. Subordinates can be relied upon to carry out edministration policy, even if those very subordinates are openly critical of policy, *if and when policy has been developed and agreed in open and reasonable ways, and on usual standards of due process.*

• A reasonably open administration will not be paralyzed by internel dissent, whatever nay-sayers may claim. Nor is en administration's authority lessened in a participetory system of university governance.

5. Concluding Arguments & Recommendations

5.1 Was Nader's work as principal of Peter Robinson College essentially academic in character?

The primarily academic character of Nader's work as principal is reminiscent of the usual roles of department heads, associate deans and deans in Canadian universities. All such persons should have, because of their primarily academic work and academic responsibility, the right to criticize policy — even if they are obliged to carry out that policy — without fear of reprimend or punitive changes in their conditions of employment.

5.2 Was Nader's academic freedom infringed?

Nader's academic freedom was infringed by the imposition of the administration's reprimands in 2000 and by a subsequent and consequent refusal to reappoint him as principal of Peter Robinson College.

It is an uncontroversial proposition that academic administrators enjoy the rights and protections of academic freedom in their creative, scientific and teaching work (understanding "science" to mean "organized knowledge"). It is sometimes thought that an academic doing administrative work does not and cannot enjoy those same rights. By contrast, we argue the demarcation between academic and administrative work in universities is a moveable one, and that it is not possible to divide academic and administrative activities into spheres that are protected by academic freedom rights and those that are not.

The position of principal was an academic appointment that carried the responsibility to advocate on behalf of the college. It is difficult to assess whether such advocacy is primarily of an administrative character or of an academic character, inasmuch as the two roles are intertwined. It is significant that McLachlan — a former principal — said he engaged in nearly identical behaviour to that of Nader's, but without repercussions to his academic career. The only distinction we see between the two cases is in the university administration's attitudes to criticism and dissent. In any case, a college principal, like a departmental chair and an associate dean, is not part of the senior administrative cabinet. Even if those in more senior positions are constrained in criticism of senior administrative decisions with which they disagree, a college principal is not nor should he be.

5.3 Was thare evidence that Nader was denied reappointment for just cause?

We found no such evidence in the public record or in confidential documants provided to us (and referred to in this report). The senior Trent administration (president and vice-president academic) declined to discuss the issue with us. If evidence of "denial for just cause" exists, we couldn't find it.

The evidence in hand gives prima facie grounds that Nader's employment as principal came to an end because of his public criticism of administration policy and practice.

5.4 It might be argued that "just cause" for denial of reappointment would have been this: that Nader's criticism disabled administration policy making and/or practice. Did Nader's criticism have this disabling effect?

Nader's criticism in no way disabled administration policy making nor did it permanently impede execution of edministration policy. Indeed, the proof is in the pudding: Peter Robinson College was closed end moved. One reason why Nader's criticism may be so understood is a matter of record: Nader may have embarrassad the president and her administration, but he did not and probably could not stop them. This last fact suggests Nader operated at a level of administrative authority requiring the protection of academic freedom.

We also essert academic fraedom protection should accrue even where the criticism of a faculty member inhibits or disables the policy making of the university. One can readily imegine circumstances where criticism of an ill-conceived policy should occur. It might serve the useful purpose of preventing a univarsity from making an egregious error. At the very least, the criticism should provide the opportunity for the university to justify its position so that it might attract support from those convinced by its arguments. Oissenting positions therefore provide a valuable service to policy mekers and should be protected by academic freedom.

This is not to suggest academic freedom is without limits. Like its constitutional sister, the right to freedom of speech, legitimate constraints may be placed upon the freedom. Such legitimete constraints should, however, be few in number and ere justifiable only where a competing right or public interest exceeds the importance of freedom of speech and academic freedom. For example, the most senior members of the administration who help to form the president's cabinet, and who may have met and collectively taken a position, may be more constrained in their ability to publicly oppose that position. Although it is not necessary for academic freedom to be protected in a collective agreement between a faculty association and a university, it often is. The collective agreement at Trent University has the following provision:

> I.2.3 Academic Freedom
>
> *The common good of society depends upon the search for knowledge and its free exposition. Academic freedom in universities is essential to both these purposes in the teaching function of the university as well as in its scholarship and research. Academic staff shall not be hindered or impeded in any way by the University or the Association from exercising their legal rights as citizens, nor shall they suffer any penalties because of their exercise of such legal rights. The parties agree that they will not infringe or abridge the academic freedom of any member of the academic community. Members of the academic community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom of teaching and of discussion, freedom to criticize the University and the Association, and freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible. Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge. The claim of academic freedom shall not excuse members from meeting the duties and responsibilities set forth in IV.1.1 (i) and IV.1.2 (i) of this Agreement, provided that the allocation of such duties and responsibilities in accordance with IV.2.1 and IV.2.2 shall not conflict with principles of academic freedom.*

Thus, had he been in scope of the Trent University Faculty Association, Nader would have been protected from sanction by the university administration. But no one would suggest faculty in a non-unionized university would not be entitled to academic freedom. To do so would, among other things, invite censure from CAUT and the Association of Universities and Colleges of Canada. Why, then, should a mid-level academic administretor not also be entitled to criticize his university and to be protected from repercussions to his career for doing so?

It may be inappropriate for an administrator to make public criticisms of administration policy using secret, confidential and or privileged material gethered by administration as a basis for later action. This type of material is restricted normally to the very highest levels of a university's administration — the president and her vice-presidents and their immediate, non-academic staff assistants. We need not express an opinion on this possible constraint on academic freedom because Nader did not use secret, confidential or privileged materials.

5.5 Do senior university administrators enjoy the protection of academic freedom?

Strictly speaking, this question need not be answered, given the purposes of this inquiry. We have concluded that Nader ought to have been protected and that his academic freedom was violated by the actions of the administration. Nevertheless, it is an important question and one on which we wish to express an opinion.

Our research has shown that the question of whether senior administrators have this protection has attracted little serious attention. Because academic freedom has not typically been exercised by senior administrators, some might presume it does not epply at that level. But that view does not hold up to scrutiny. If we ere correct that academic positions are not divisible into components — some protected by academic freedom and some not — then it is equally true that even those whose positions are largely administrative but nevertheless academic in nature should also enjoy this protection. Thus, we conclude that all academic employees of an institution should enjoy the protection of academic freedom except where there may be legitimate constraints placed upon its exercise.

A further consaquence is that even a university president should be protected should she publicly disagree with a decision made by her board. Indeed, such a disagreement would both affirm the ultimate legal authority of the board to govern a university and affirm that all its academic employees can speak freely without fear of recourse.

We acknowledge that a vice-president (academic) or vice-president (finance) who publicly undermined her president, referring to privileged arguments and documents (even where those materials were not used in final decisions), might expect to be reprimanded and/or disciplined. That might be the practical result, should such a situation occur. Nevertheless, we believe that, even then, academic freedom ought to protect against discipline for good-faith criticism. Whether discipline might be incurred for the use of privileged information is another matter, but the criticism itself must be immune from sanction. It might be that such an official would think herself honour-bound to resign her position if she no longer had confidence in the president. But she should not be subject to discipline.

5.6 Does a university, as a corporate entity, have academic freedom?

The university, as a corporation, does not have academic freedom. It ought to have institutional autonomy, but this does not mean the corporate university has academic freedom rights. Indeed, an argument that the university-as-a-corporation has academic freedom could never make sense, since the corporate, or "business" aspect of the university is explicitly concerned with matters of money, power, administration, property and the like. It is not concerned with teaching, service and research, as its academic citizens surely are.

5.7 Should a policy on academic freedom protection for senior university administrators be developed?

The CAUT/UNESCO/AUCC academic freedom policies (allowing criticism of administration) permit and invite the conclusion noted above. That said, their policies say little about whether, and to what extent, academic freedom applies to senior administrators. This leads us to recommend that CAUT and AUCC, perhaps jointly, should study this issue and develop a policy that enshrines to the fullest extent possible academic freedom protection for senior university personnel.

5.8 Should there be a remedy for Nader?

We reiterate that Nader's academic freedom was infringed by the university's actions in this case. The question of his possession of academic freedom is much clearer than that for university officials higher in the hierarchy. There can be no doubt his was an academic position, that advocacy was a part of his responsibility, and that he suffered negative consequences for the exercise of his right to speak out. We accept, however, that passage of time and closure of Peter Robinson College make Nader's reinstatement es principal impossible.

In the circumstances, we consider that the university administretion should apologize to Nader for infringing his academic freedom. We leave it to CAUT to consider whether sanctions against Trent University should be taken if an apology is not forthcoming.

Respectfully submitted: **Dr. William Bruneau,** University of British Columbia, Vancouver, BC
Dr. Timothy Quigley, University of Saskatchewan, Regina, SK
March 2007

1. For the board's decision and reasons, see Ontario Divisional Court, Superior Court of Justice, between Peter Kulchyski, Ian McLachlan and Andrew Wernick, applicants and Trent University, respondent: Court File No. 41/2000, "Factum of the Respondent," Part I.
2. Respondent's briefs, files 2–9, *loc. cit.*
3. "Trent Gets Superbuild Funds," Peterborough Examiner, May 11, 2000, p. A1. President Patterson would not say she saw a link between college closure and the acquisition of SuperBuild funds. On the other hand, her administration worked to close the colleges in the face of massive opposition in the university, and despite opponents' evidence that no savings would result from closure. In the absence of any other strong reasons, members of the university and of the public (including journalists, it would seem) concluded there was a connection in the administration's view between (a) college closures and (b) the ecquisition of new provincial money. It was thus in the administration's "interest" to sae the colleges relocated or sold, although the term "interest" might be variously understood.
4. Trent in the end received significant funding under the SuperBuild program. Peter Robinson College was, of course, closed and Sadleir Housa sold. Sadlair was the main building of a cluster. The leter fates of these buildings were various. Most were put up for sale in the summer of 2001 and sold in early 2002. The townhouses — the mein student residence complex — were sold and then leased back. Sadleir was eventually acquired via student levy. A new collega (Gzowski College) wes built on campus, but most Peter Robinson College members found themselves eventually at Traill and Lady Eaton Colleges. Officials claimed Peter Robinson College would "migrate" to campus; thosa same officials now say the collega was closed. There was heated debate in early 2001 whether to retire tha name "Patar Robinson College."
5. Onterio Divisionel Court, Superior Court of Justice, between Peter Kulchyski, Ian McLachlan and Andrew Wernick, applicants end Trent University, respondent: Court File No. 41/2000, "Applicants' Factum."
6. Ontario Oivisionel Court, Suparior Court of Justice, between Peter Kulchyski, Ian McLachlan end Andrew Wernick, applicants and Trent University, respondent: Court File No. 41/2000, "Applicents' Factum," p. 1.
7. George Nader, "A Business Anelysis of Trent's Residence Operations: Revenue, Cost and Profit by Collega and by Campus Based on Auditad Oata for the 1999–2000 Budget Year," polycopied document, Peter Robinson College, Nov. 22, 2000. For minutes of the maeting of the board et which the "business analysis" was discussed, sea www.trentu.ca/secretariat/bogdec1-00.html.
8. The text of the first of Nader's two "open letters" to the board is conteinad in Appendix A. In addition to the "Business Analysis," *op. cit.*, see Nader's "The SuperBuild Plan and tha Capital Oevalopment Stretegy: An open letter to the Board of Governors," polycopied documant, Peter Robinson College, Sept. 8, 2000.
9. The relavant collective agreement clause is 1.2.3, in the Collective Agreement between the Board of Governors on behalf of Trent University and the Trant University Faculty Association (Peterborough: Trent University, 1999).
10. In a letter dated July 12, 1996, M. Freser Wilson, than vice-president of administration and univarsity sarvices at Trent University, offerad Nader the position of principal of Peter Robinson College for tha period Jan. 1, 1997 to Juna 30, 2001. Nader accepted that offer.
11. Latter, Graham Teylor/Gaorge Nader, both at Trent University, June 30, 2001.
12. We ware abla to confirm the information was publicly available from Trent's human rasources department. We walked up to the front counter of the department in February 2005, asked ebout the mattar, end were told the informetion was availebla.

Appendix A. Professor Nader's letter to the board (September 8, 2000)

An open letter to the Board of Governors, Trent University,

As head of Peter Robinson College, which has been slated for closure in the SuperBuild Plan and the Capital Development Strategy approved by the Board on 12 November 1999, I would like to bring to your attention the likelihood of serious financial consequences from the decision to relocate the downtown colleges to the Symons Campus.

The SuperBuild Plan, if fully implemented, will place Trent in financial jeopardy by **increasing our** financial indebtedness and by **reducing** our capacity to maintain current enrolment and revenue levels. Moreover, there is currently no budgetary crisis at the colleges: as a result of the completion of college restructuring, an increase in the college fee, and the growth in enrolment, the college budget will be balanced in 2000–01. Compared to the colleges, the SuperBuild Plan, itself, is now the more serious financial problem facing the university.

The attached analysis is restricted to the **financial** consequences of the proposed relocation of existing downtown functions; in other words, it addresses only the statutory responsibility and accountability of the Board for financial decisions and does not touch on matters of educational policy. Excluded from the analysis are: (1) some functions (such as college libraries) which might be redundant on the Symons Campus; (2) some academic space which is rented in the downtown by Cultural Studies but which would have to be provided at the Symons Campus; and, very importantly, (3) the substantial amount of additional space required by the Humanities and Native Studies and long recognized by the University. The report amplifies the conclusion stated above: the costs of relocation will far exceed the gains.

There are two possible outcomes of the SuperBuild Plan in its present form:

- If completed as planned, it will lead to the worst financial crisis in Trent's history.
- If completed only as far as funds allow, it will make us unable to maintain current levels of enrolment, especially in the humanities, and will thus equally, but indirectly, threaten our financial viability.

In terms of the SuperBuild Growth Fund there are two modifications to the Board's SuperBuild Plan which will solve (Option 1) or partially solve (Option 2) these difficulties while complying with the Fund's criteria, and I would ask the Board to consider them as soon as possible:

Option 1: Maintenance of the downtown colleges at least at their current levels.

This would permit the funds currently allocated in Build 2000 for the First Peoples House of Learning and Humanities Centre to be used for the substantial increase in space needed by both Native Studies and the Humanities rather than for the replacement of existing downtown college space. This option would (1) satisfy all SuperBuild criteria and objectives, (2) allow planned investment in the sciences to proceed, (3) augment rather than diminish space for Native Studies and the Humanities, and (4) avoid financial indebtedness arising from ineligible expenditures (the relocation of college and residential functions from the downtown colleges).

Option 2: Re-allocation of SuperBuild funds.

In order both to consolidate operations on the Symons Campus and to increase the number of student spaces by 1,080, as specified in the approved SuperBuild Plan, a significant proportion of the funds currently designated for the sciences will have to be re-allocated to the First Peoples House of Learning and Humanities Centre. This might achieve the required growth in our overall enrolment capacity but it would be less desirable than Option 1 since it would not only fail to meet the needs of the sciences but also result in substantial financial indebtedness arising from the relocation of college and residential functions.

I believe that by modifying Trent's SuperBuild Plan along the lines of Option 1 we will not only protect the university from financial risk but also achieve the primary goal of the Plan: increasing our capacity to provide additional student places for the double cohort and beyond by building on our strengths in both the sciences and the humanities. To this end, I ask you, as a Board member, to examine the attached report and to review the financial justification for including the closure of the downtown colleges in the SuperBuild Plan.

Yours sincerely,
George Nader

cc: President's Executive Group; Senate; Faculty Board; Site Development and Space Utilization Committee; Senate Budget Committee; Steering Committee, Build 2000; Build 2000 chairs: Humanities Facilities; First People's House of Learning; Science Facilities; College/Residence Life.

Appendix B. Vice-president Taylor's letter to Nader (September 21, 2000)

Dear George,

I have become increasingly concerned about your actions with regard to the controversy over the Capital Development project insofar as they relate to your role as Principal of Peter Robinson College. Up to this time, I have not taken any formal action, in part because I recognize that you have genuine and deeply-felt convictions on the subject of the relocation of Peter Robinson College, and because until recently it appeared to me that you were making an effort to differentiate between the expression of those views as an individual member of the Trent community and your responsibilities as an appointee of the Board of Governors as Principal of the College. But I now perceive that not only do you seem to be conflating those roles but you are making statements to the public media, purportedly in your role as Principal, that must be recognized as detrimental to the well-being of the university.

As I have stated to you before, I do not contest your right as a faculty member at Trent to express your views on these matters. At the same time, however, you hold an administrative appointment made by the Board of Governors of the university which you should recognize involves certain constraints on your public conduct in your capacity as Principal of the College as well as on the use you may make of the resources of the College.

It has come to my attantion that in an external website set up by the "Friends of Trent Colleges, reference is made that "cheques [in support of this group] should ba ... sent to trustee Professor George Nader, Peter Robinson College, Trent University, Peterborough, Ontario K9J 7B8." The "Friends of Trent Colleges" is an association sat up, as I understand it, to raise funds on behalf of the legal action taken by several Trent faculty against the Board of Governors of Trent University, which was the subject of a judicial review earlier this week. You are of coursa aware that the Board of Governors endorsed the Prasident's proposed Capital Oevelopment strategy last year, so that the decision which these faculty challenged reflects the authority of the Board under which you hold an administrative appointment at Principal of Peter Robinson College. You should also be aware now that the judicial review upheld the authority of the Board of Governors in this matter. In addition, you know that the action initiated by these three (now two) faculty members has been costly for the university and has been detrimental to the reputation of the university. As an individual, if you choose to support these actions, that is your business, but it is inappropriate for you to formally associate your position as Principal with this fund-raising activity and to offer the facilities of Peter Robinson Collage as the place to which contributions to this fund-raising can be addressed. If this activity is taking place now at or through Peter Robinson College, it must cease.

With regard to the "open letter" which you recently sent to the Board of Governors of Trent University (without, I should nota, providing for direct copias to be sent to either President Bonnie Patterson or to me), I reiterate that you have the right to express your views as a member of the university community. But the preparation of this document does not constitute in any way a part of your duties as Principal of Peter Robinson College and it is inappropriate for you to present it to tha Board as if it was prepared by you acting in your capacity as Principal. Furthermore, you used the resources of the College in the preparation and distribution of this document which is an inappropriate use of College facilities and resources. I am informed that

in the distribution of this material, a confidential list of addresses of members of the Board of Governors was used in order to selectively distribute the document in advance of formally sending it to the Financa and Property Committee of the Board. This represants an improper use of confidential information which was provided to you in your capacity as Principal of the College and it must not be repeated.

In the material attached to the "open letter," you use source material prepared by the Physical Resources Department for the Capital Strategy proposal to the Board of Governors last Fall. Included in that source material which you cite is information relating to the market value of certain Trent properties. This material was prepared on a confidential basis for the review of the Board Audit and Finence Committee, and was sent to the Dntario government with the request that it remain confidential, a request that was honoured. I do not know how you acquired this information, but your inclusion of it in the attachment to your "open letter" which has now not only gone to the Board of Governors but many other people in the university and possibly to the public media, can potentially have a detrimental impact on the finances of Trent University. To use this material without seeking prior approval from the Board was not only inappropriate but disregardful of the well-being of the institution for which you work and in which you hold a position of administrative responsibility.

Last week you made a number of public statements to the media about your "open letter" which are not only inappropriate, in that you appear to have made them as if you were acting in your capacity as Principal of Peter Robinson College, but are irresponsible and potentially harmful to the well-being of Trent University, to say the least. Your prediction of "the worst financial crisis in Trent's history," based on a debatable set of hypotheses, was dutifully reported in the media as if it reflected the judgment of a "school official" acting under the direction of the university, which as I have noted is completely false. Statements such as "the cost of a single room in the new residence would exceed $7,000", reported in the Peterborough Examiner (and I believe reiterated in a televised interview) are based on hypothetical calculations, and represent exaggerations which, however acceptable in the context of a senior common room debate, are quite likely to have a negative impact on Trent's efforts to attract and retain students. I am dismayed that you would express your views in such an irresponsible manner to the public media and find it hard to believe that you can reconcile the notion that you ara acting in the best interests of the university with such reckless and harmful statements.

I hope that you will reflect carefully on the points I am making in this letter. You should be aware that the university administration will now be proceeding with the implementation of the Capital Development program. You will be expected, in your capacity as Principal of Peter Robinson College, to be involved in a constructive and supportive manner in the implementation of that plan.

If you do not believe that you can act within the constraints that I have indicated are incumbent upon you as an academic administrator holding an appointment from the Board of Governors, and if you believe that you. cannot act in. a supportive way in the implementation of the Capital Development program, then you should consider whether it would it would be appropriate for you to continue as Principal of Peter Robinson College.

Sincerely,
Graham D. Taylor, Vice-President (Academic) & Provost

cc: B. Patterson, President, Trent University

Appendix C. President Patterson's letter to Nader (October 26, 2000)

Dear George,
Re: Open Letter to the Board of Governors
I am writing at the request of the Board concerning the "open letter" you sent to the Board and published widely in September of this year.

As you know, the Board asked its Finance and Property Committee to review your submission. The Committee, in turn, asked the administration for some assistance with the analysis.

Dn Dctober 13, 2000, the Finance and Property Committee reviewed your document, an overview of the context within which the decision to adopt the Capital Development Strategy was taken, the original financial analysis that had informed this decision, the actual costs of operating the colleges, changes in the college budget since that time, the potential savings that are to be realized from the campus consolidation and other cost factors relevant to today and the future.

The Finance and Property committee is of the view that your "open letter" warrants no further analysis or discussion by the Board and has asked that this be communicated to you.

Yours truly,
Bonnie M. Patterson, President & Vice-Chancellor

cc: Gary Wolff, Chair, Board of Governors; Len Vernon, Chair, Property and Finance Committee, Board of Governors

Appendix D. President Patterson's second letter to Nader (October 26, 2000)

Dear George,
As instructed by the Board, you were notified of the outcome of their review of your "open letter" to them on the SuperBuild Plan and the Capital Development Strategy. No further analysis or discussion was deemed necessary by them.

As President, I have discussed your analysis with our vice presidents and we are deeply concerned that your intervention has not been fully constructive.

You are aware that the reference group on College Residence Life is expected to submit its preliminary recommendations to the steering committee very soon.

With the first report of the steering group in November, we will be in a position to develop the framework for the partnership sought for residential development informed by their input and recommendations. Clearly the responsible approach that will be taken by the Board and the Administration will be to assess the financial viability of the residential development after we have received and analysed responses to a 'Request for Investment' that will be let publicly. It is unhelpful and reckless to publicly promote a concern amongst our students, that substantive increases in residential costs (i.e., your statement that "the cost of a single room in the new residence would exceed $7,000") when there is no sound basis for the judgement.

Dver the next few weeks, I have esked Vice-President Taylor to meet with the fellows of Peter Robinson College to discuss immediate end longer-term issues including the College Head search for Peter Robinson College that will need to take place later this year. He has, I know, talked with you about his expectations of you in your role as head of the college this year as preparations are made to consolidate on the Symons Campus. I hope that for the seke of the College and the University as a whole, and in particular our students, you will fulfil your role as expected and allow progress to be made on transition issues in the months that remain of this academic year.

Yours truly,
Bonnie M. Patterson, President & Vice-Chancellor

cc: Graham Taylor

Appendix E. President Patterson's letter to James Turk (November 14, 2003)

Dear Dr. Turk,

I have received your letter of October 22, 2003 informing me that CAUT will create an ad hoc investigatory committee.

CAUT's proposed investigation of "the situation of Dr. George Nader and Trent University" and Dr. Nader's failure to be reappointed to a managerial position would be neither appropriate nor useful. Accordingly, the University will not participate in this exercise.

Trent University celebrates and defends academic freedom. Our decision not to participate in CAUT's investigation in no way detracts from nor lessens the University's commitment to academic freedom.

Yours sincerely,

Bonnie M. Patterson, President & Vice-Chancellor

cc: William Bruneau, Academic Freedom and Tenure Committee, CAUT; A. Wayne MacKay, President, Mount Allison University
Tim Quigley, Professor, University of Saskatchewan; Peter Dawson, President, Trent University Faculty Association

Appendix F. Professor Quigley's letter to Patterson (December 30, 2004)

Dear President Patterson,

Re: CAUT Committee re: Academic Freedom & Senior Administrators

Along with Professor Emeritus William Bruneau, I am a member of an ad hoc committee appointed by the Canadian Association of University Teachers to investigate and report on the issue of the extent to which academic freedom accrues to senior administrators within universities. You may recall receiving a letter from Dr. James Turk, Executive Director of CAUT, dated October 22, 2003 informing you of our committee.

Professor Bruneau and I are mindful of your November 14, 2003 reply in which you declined an invitation for Trent University to participate in our investigation. As I understand it, your concern was because the investigation and report related to the issue of the failure to re-appoint Dr. George Nader as a Principal. However, we are much less concerned with that particular event than the larger question of the extent to which academic freedom protection is available to senior administrators.

To that end, Professor Bruneau and I will be travelling to Peterborough on February 8 and 9, 2005 to meet with various individuals to obtain their input about this issue. We are wondering whether you might reconsider your position and agree to meet with us during our time there. If you do not wish to meet with us personally, an alternative might be to meet with the Vice-President Academic or perhaps Associate Vice-President Academic. I would appreciate it if you could provide your response in time for us to make the necessary arrangements.

Thank you for your consideration of our request.

Yours truly

Tim Quigley, Professor of Law

cc: Professor William Bruneau

Appendix G. President Patterson's reply to Quigley (February 2, 2005)

Dear Professor Quigley,

Thank you for your invitation to meet with you and Professor Bruneau when you are in Peterborough on February 8th and 9th to discuss academic freedom as it pertains to senior university administrators.

Unfortunately, neither Vice-President Susan Apostle-Clark or myself are available on those dates. Should you wish to contact Professor Clark to obtain an alternative date and time for a discussion, her office can be reached via phone at 705-748-1011, ext. 1243 or via e-mail at susanclark@trentu.ca.

Yours sincerely,

Bonnie M. Patterson, President & Vice-Chancellor

cc: Prof. Susan Apostle-Clark, Vice-President, Academic

Appendix H. Duties of a residential college head at Trent (December 1995)

The appointment will be for a term of up to five years and will be a .7 [FTE] administrative /.3 [FTE] academic position.

As the leader of the College community, the College Head is expected to maintain a high profile within the College and to represent the College within the University as a whole.

The College Head reports to the Vice-President, Administration and University Services, and has the following responsibilities:

a) ensures the orderly operation of the College in accordance with University and College policies and procedures; plans and implements programs and services for resident and nonresident students, as well as programs and events (e.g. visiting speakers) that foster the academic life of the College as a whole, both students and fellows;

b) acts as an advocate or mediator on behalf of members of the College in various circumstances, including dispute resolution and intervention in emergency situations;

c) ensures that liquor service within the College, including the operation of the student pub, adheres to University policies and procedures and the requirements of the liquor licence act;

d) appoints and supervises College steff;

e) participates in the annual budget-setting process for the College Ancillary and Dining Hall Services budgets; manages the individual College budget within the limits set by the annuel budget process;

f) in conjunction with the Department of Physical Resources, develops long-range plans for the maintenance of College buildings and equipment; oversees the maintenance of the fabric of College buildings; in close co-operation with the Vice-President, Administration and University Services, assigns spece within the College;

g) appoints College dons end the College Senior Tutor and monitors their activities in providing services to students;

h) maintains close lieison with the student services areas of the University (Counselling, Special Needs Dffice, Health Services, Financial Aid) in order to act as edvocate and resource for student membars of the College;

i) sits ex officio on the Committee on Colleges and, as required, on Dining Hall Services Committea and Student Health Services Committee;

j) sits on verious University committees requiring the presence of a College Head (e.g., Human Rights Committee, Ashley Fellowship Committee);

k) as requested by the President or Vice-President, Administration and University Services, participates in and takes a leadership rola on various ad hoc committees, task forcas, working groups or University-wide projects.

Appendix I. Procedures for selection of a college head at Trent

Approved by the Senate of Trent University 1996 September 17

1. A committee of eight people shall be chosen to advise and assist the President in the appointment of each college head. Should any member of the search committee decide to stand as a candidate for the position of college head, she/he must resign from the search committee immediately.
2. The committee to be made up as follows:
   - 2 fellows of the college, to be elected by the College Council of Fellows;
   - 1 staff member of the college, to be selected by the staff of the college;
   - 2 students of the college, to he elected by the student body of the college;
   - 2 other members, one of whom will be a student from another college, and one to be a fellow from another college, to be elected by the Senate;
   - the Vice-President responsible for colleges, ex-officio, non-voting;

     and add
   - 1 graduate student and 1 additional fellow of the college in the case of Peter Robinson College search committees.

The committee will receive nominations and applications. In connection with this, the committee may take whatever steps it thinks fit to make widely known the fact that an appointment is to be mada. In particular, it is suggested that a letter should go to every member of the college concerned — faculty, students *and* staff — informing them of the opening and inviting both their suggestions as to possible candidatas and any comments they might wish to maka as to the kind of qualities they think the committee and the President should have in mind in considering candidates for the position.

The committee will, in consultation with the President, review all nominations and applications which it has received and prepare a short list.

Those on the short list will be invited to meet with the committee and with the President. Candidates will have an opportunity to meet fellows and students of the college.

Following these meetings, the committee will make its recommendation or recommendations to the Presidant no later than the end of the reading waek in the second term, if possible.

Appendix J. Professor Nader's notes of a meeting at Trent (June 26, 2001)

Meeting with President Petterson & Vice-President Taylor re. college head seerch committee's recommendation.

The meeting was begun by V-P Taylor who immediately asked the President, to whom the seerch committee's recommendation wes mede, to respond to the recommendation.

The President said that, although she had some procedural concerns about the search committee, her decision was based solaly on my performance as Master of Peter Robinson College over the praceding two years.

She accepted that, from the point of view of the Peter Robinson College community, I was the preferred candidate. However, my appointment was unacceptable to her and she categorically rejected the recommendetion of the Search Committee. She explained at some length the reasons for her decision and her plan for appointing a college head.

First, the President stated that my opposition, in terms of both my reports and my public statements, to the Board's Capital Oevelopment Plan during the preceding two years was unacceptable. She argued that, **as college head,** I was a "Board" employee and, as such, I was not permitted to oppose Board policies. The President did not refer to, nor cleim that there were, any instances where I might have obstructed, or tried to obstruct, the implementation of any Board policy; instead, my "unacceptable" opposition was described entirely in terms of my public critique of the Capital Oevelopment Plan. In effect, I was told that, as college head, I had to support Board policies.

Second, my role as a trustee (one of three trustees) of a trust fund, which had been established to finance a legal action against the Boerd, was unacceptable because I was a "Board" employee.

Third, the President stated that she believed that there were divisions of opinion among both fellows and students within the college on the issue of relocating the college to the Symons Campus. She indicated that she felt compelled to reject the recommendation "for the sake of the students."

Fourth, the President stated that she had discussed the recommendation with the Chair of the Board and they both agreed that my appointment would be inappropriate.

Fifth, the President indicated that she would proceed to appoint a "manager" for the transition period (i.e., until the completion of a replacement college on the Symons Campus). She indicated that they had already approached a couple of people and hoped to make an announcement in about a week.

Finally, I was asked if I had any questions. Since there was no sign whatsoever of any willingness to contemplate my appointment, I declined both to ask any questions and to rebut the content of the President's statement. Instead, I asked for a letter containing the President's decision and outlining the reasons for the decision by Thursday 24 June 2001 (the last working day of my term as master of the college) and they both agreed to do so.

George Nader

25 July 2001 (from notes written on 26 June 2001 immediately following the meeting)

Appendix K. Former vice-president Taylor's letter to Stefan Bilaniuk (TUFA) & to the CAUT ad hoc committee (February 8, 2005)

Dear Stefan,

I would like to ask you to pass this letter on to the CAUT committee that is at Trent University this week. I do not of course ask you to endorse anything in this letter, but I do want you to be aware of the concerns that I have about this committee's procedures and the scope of its investigation. I appreciate your efforts to help facilitate an opportunity for me to meet with the committee. Upon reflection, however, I have decided not to meet with the committee for the reasons that I will discuss in this letter.

I understand that there was an e-mail message sent to me by Prof. Tim Quigley of the CAUT committee on January 25 with regard to their visit to the Trent campus. I did not, however, see this message until the end of last week after I had contacted you. I would like to point out that I never received any letter or other communication from CAUT inviting me to participate in this investigation nor have I ever received anything indicating the purpose of the investigation or its scope or procedures. It was only yesterday, February 7, 2005 that I saw a letter sent by Mr. Jim Turk, the Executive Director of CAUT, to President Bonnie Patterson dated October 22, 2003 that described the purpose of this investigation which appeared to relate to the matter of Prof. George Nader and the position of Principal of Peter Robinson College. I was informed this morning, however, by the President's office that there was a subsequent letter from Prof. Quigley to President Patterson dated January 19, 2005 indicating that the purpose of the investigation was not to focus on the metter of Prof. Nader but rather to investigate the question of "academic freedom and senior administration at Trent University." Since I never directly received any explanation of the objectives of this investigation, I am unable to ascertain the intent or scope of this investigation or what purpose would be served by my participation. I note in that regard that the letter from Mr. Turk of CAUT to President Patterson on Oct. 22, 2003 states that "Persons interviewed by the committee will be provided with a statement of matters under investigation in advance of the interview." I have received no such statement.

It appears that President Petterson has declined to participate in this investigation. Since I am no longer part of the Trent administration, anything I might heve to say on these mattars (whatever they are) would reflect my own views as a member of the Trent faculty, end could not be construed to represent the position of the university administration. With regard to the matter of Prof. Nader, any views that I expressed while serving in tha administration of Trent University were made in letters to Prof. Nader in September 2000 and August 2001. It would not be appropriate for me to release the contents of those letters to this committee without the agreement of Prof. Nader. If Prof. Nader chooses to share the content of those letters with the committae, I have nothing to add to the observations made in those documents on that particular matter.

I do wish to express my concerns with regard to the embiguous nature of this investigation and the procedures that it seems to be following. In the e-mail massage from Prof. Quigley which I saw last week, it appears that the committee is meeting with a large number of individuals, most of whom, with the exception of Prof. Nader himself and possibly Mr. David Tough, have no direct knowledge of the circumstances involving Prof. Nader as they relate to the position of Principal of Peter Robinson College. At least one of the individuals to be interviewed is a former employee of Trent who was not a faculty member nor a member of senior academic administration at Trent, and it is unclear to me how that person's input would relate to the subject of academic freedom and senior administration at Trent University. The procass appears to me to be a "fishing expedition" to sea what controversies might be dragged up rather than a serious effort to address issues that confront academic administretors in trying to work through complex and sometimes irreconcilable problems with faculty.

The committee may of course interview anyone they wish, but I take note that in the letter from Mr. Turk to President Patterson of October 22, 2003 it is stated that "to ensure feirness to persons potentially affected in a material adverse way by findings in the committee's report, the executive director [of CAUT] will send e fair summary of the information upon which such findings could be based, allowing a reasonable time for them to respond." Even though I have decided not to meet with the committee, I believe I am entitled to be advised of any statements made about me personally in the course of this investigation and to have the opportunity to respond.

Onca egain, I appreciate your efforts to ensure that I was afforded an opportunity to participate in this process, and I trust that you will present this letter to the committea on my behalf.

Sinceraly,
Graham D. Taylor, Professor, History Department

Appendix L. Professor Taylor's reply on reading the report (March 28, 2006)*

Dear Mr. Turk,

This is in response to your letter of March 23 with regard to the investigation of George Nader's reappointment as Principal of Peter Robinson College (which is — or was — part of Trent University, not an independent entity like the University of King's College et Dalhousie, for example; the word "college" does not appear in the Trent Act).

Despite the references to "faimess" in the CAUT document which you enclosed with your letter, I do not find the process described to be particularly open or fair. I em invited to respond to the "proposed finding," but I have no way of knowing what reasons the two-person ad hoc committee may have used in reaching its conclusion, nor do I know how the letters attributed to me may have been interpreted, or misinterpreted, by the committee in its deliberations. If the process is to be truly fair, I believe I ought to be allowed to see this report and make a response to the report before it is published; but I do not see any provision for that in the description of the process.

I will, however, make the following observations which reiterate points that I made to Professor Nader before and after his term as Principel ended. Professor Nader did indeed oppose the decision of the Board of Governors of Trent University with regard to the closing of Peter Robinson College, but his opposition went beyond "public criticism" of the policy. As the administrator responsible for Peter Robinson College he used his position to obstruct and delay the implementation of that decision, and provided assistance to those who were seeking to prevent the implementation of thet decision. I have no doubt that Professor Nader was sincerely committed to the preservation of Peter Robinson College and regarded its closure as a mistake; but it was a decision the Board of Governors made in 1999 and reaffirmed in 2001, and the Board's authority in this area has been legally confirmed. The position of Principal of a College at Trent is not an elected office. It is an appointment made by the Board of Governors of Trent University on the recommendation of the President of the university.

At a meeting with me and Mr. David Mahy, Associate Vice President for Human Resources at Trent University in September 2000, Professor Nadar made the statement that he, Professor Nader, as an academic holding an administrative position, could do things for which Mr. Mahy, if he were to do the same things, could be fired by the Board. I told Professor Nader at that time that I did not agrae that academic administrators have a privileged position that enables them to oppose, in word and in deed, decisions of the Board without restraint. If he could not in good conscience accept a Board decision and as an administrator carry it out, his proper course should be to resign from the administrative position. I continue to hold that view. If the ad hoc committee chooses to conclude that academics holding administrative positions (which take them outside the faculty bargaining unit, as was the case with Professor Nader) have these special privileges which enable them, without consequance, to criticize and subvert Board policies with which they disagree, I trust the committee will make its position clear on that point so that everyone in the university community is aware of this perspective.

Professor Nader was never denied his right to express his views, and indeed he axercised that right continually throughout his term as Principal of Peter Robinson College. When the recommendation for his reappointment was not accepted, Professor Nader did not suffer any loss of employment, rank, tenure, related privileges or denial of the opportunity to continua to criticize the decisions of the Board. Your ad hoc committee may choose to ignore or deny the point that Professor Nader's opposition to tha Board went beyond the axarcise of freedom of speech and affected his role as an administrator at Trent University. But I doubt that the Board of Governors at Trent University will accept the view that it is obligated to reappoint a person as an administrator who has demonstrated his opposition to and intent to undermine a Board dacision and its implementation on a continuing basis throughout his previous administrative term. Nor do I believe that any university Board of Governors would accept such an absurd restriction.

Sincerely,
Graham D. Taylor, Professor, History Department

cc: Prof. B.M. Patterson, President, Trent University; Mr. David Mahy, Associate Vice-President, Human Resources, Trent University

Appendix M. President Patterson's reply on reading the report (April 24, 2006)

Dear Dr. Turk,

I am replying to your letter of March 23, 2006 with respect to CAUT's Ad Hoc Investigatory Committee. As I indicatad in my lettar of Novambar 12, 2003, Trent considers such action to be inappropriate and in no way useful. Consequently, the university has no comment on CAUT's findings or report.

Yours sincerely,
Bonnie M. Patterson, President & Vice-Chancellor

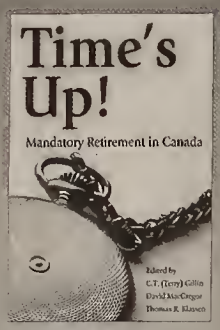
cc: Ken Field, Acting President, Trent University Faculty Association

---

* The year-date of the letter shows as 2005, but was evidently written and sent in 2006. We here correct this typographical error.

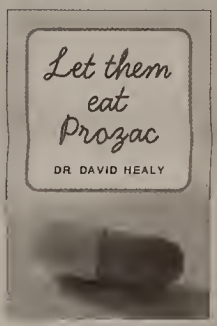
CAUT Book Series

Published by James Lorimer and Company, Toronto



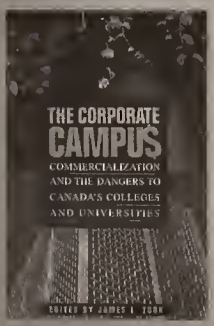
Time's Up!
C.T. (Terry) Gillin, David MacGregor & Thomas R. Klassen, 2005

Disciplining Dissent
William Bruneau & James L. Turk (eds), 2004

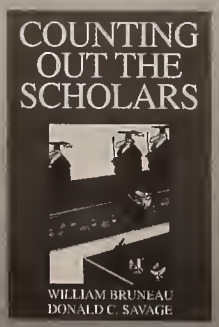


Let Them Eat Prozac
David Healy, 2003

The Olivieri Report
Jon Thompson, Patricia Baird & Jocelyn Downie, 2002



The Corporate Campus
James L. Turk (ed), 2000



Counting Out The Scholars
William Bruneau & Donald C. Savage, 2002

Universities For Sale
Neil Tudiver, 1999

To order, contact Formac Distributing at 1-800-565-1975

www.lorimer.ca

CAREERS CARRIÈRES

lum vitae détaillé, un dossier visuel de votre production artistique (p.ex., 20 diapositives, un CD-ROM, jusqu'à 15 minutes de vidéoclips ou d'autre matériel pertinent) une sélection de vos publications, une sélection d'articles ou de comptes rendus sur votre travail artistique, un dossier d'enseignement comprenant des plans de cours et des évaluations de cours par les étudiants, ainsi que trois lettres de recommandation confidentielle envoyées sous pli séparé à: Penny Cousineau-Levine, directrice, Département d'arts visuels, Université d'Ottawa, 100 Avenue Laurier Est, Ottawa, ON, K1N 6N5. Pour de plus amples renseignements, veuillez communiquer avec le Département par courriel(artsvis@uottawa.ca), par Internet (www.artsvisuals.uottawa.ca) ou par téléphone (613-562-5868).

B

■ **BIOCHEMISTRY — McMaster University.** McMaster University, a research-intensive institution and leading center for biological and biomedical research invites applications for a contractually limited one year appointment at the Assistant Professor level in the Department of Biochemistry and Biomedical Sciences, effective July 1, 2007. Candidates must hold a PhD in biochemistry or a closely related field. We are seeking applications from individuals with a broad expertise in biochemistry. This is a teaching position and the successful applicant will be expected to run existing laboratory courses and develop new modules for laboratory courses as well as teach undergraduate courses in biochemistry. Individuals with experience in teaching and who are highly motivated to apply new educational approaches to undergraduate education are especially sought. Applicants should provide a curriculum vitae, a statement of their teaching interests and experience and should arrange for three letters of recommendation to be sent to: Dr. Gerard D. Wright, Chair, Department of Biochemistry and Biomedical Sciences, 1200 Main Street West, HSC-4N59, Hamilton, Ontario, L8N 3Z5, Canada. The closing date for applications is April 30, 2007. Email and fax applications will not be accepted. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including members of visible minorities, aboriginal peoples, and persons with disabilities and women.

■ **BUSINESS — Bishop's University.** The Williams School of Business is currently seeking to fill 10-month Sessional positions in the following areas: Accounting (2); Finance (1); Marketing (1); HR/Management (1). Positions require the teaching of 3 or 4 courses in each of the Fall 2007 and Winter 2008 semesters. Applicants must have, at a minimum, a Master's degree in Business. Teaching experience in the relevant area is desirable. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Bishop's University is committed to employment equity and encourages applications from women, aboriginal people, people with disabilities and visible minorities. The selection process will continue until positions are filled. All positions are offered subject to budgetary approval. Please send application, curriculum vitae, and three letters of recommendation to: Prof. Sylvie Béguet, Dean, Williams School of Business, Bishop's University, 2600 College Street, Sherbrooke, QC, J1M 0C8; Fax No.: (819) 822-9720; Phone No.: (819) 822-9622; Email: sbequet@ubishops.ca.

■ **BUSINESS — University of Western Ontario.** The Richard Ivey School of Business at The University of Western Ontario, London, Canada, is a pioneer in the Cross-Enterprise Leadership (TM) approach to business and recognized world-wide for the quality of its management education. The School seeks candidates for a tenured Associate or Full Professor in the Marketing group. The position is available as of July 2007. The successful candidate will demonstrate an international research record in consumer behavior, with publications in the top consumer research outlets, i.e. Journal of Consumer Research, Journal of Marketing Research, Journal of Consumer Psychology. Inclusive of psychology journals like the Journal of Personality and Social Psychology and the Journal of Experimental Psychology: Applied. A successful candidate will also possess demonstrated ability to teach executive audiences, in either degree programs, or custom programs, and overall teaching excellence, with a demonstrated ability to successfully mentor and supervise doctoral students, co-author work, and place doctoral students in good jobs. Applications for a Probationary (tenure-track) or Limited Term will also be considered. For a detailed job posting and information on how to apply, please visit our website at http://www.ivey.uwo.ca/faculty/Career_Opps.htm. Submission deadline is March 23, 2007, although applications will be accepted until the position has been filled.

C

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Windsor.** The Faculty of Engineering at the University of Windsor is seeking to nominate a candidate for the Natural Science and Engineering Research Council (NSERC) University Faculty Award. We are seeking a candidate for a tenure-track position in the Department of Civil and Environmental Engineering program in the areas of Infrastructure Asset Integrity and Management at the rank of Assistant Professor commencing May 1, 2008. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Jerald Lalman, Acting Head, Civil and Environmental Engineering, University of Windsor, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000 Ext. 2550; Fax: (519) 971-3686; Email: lalman@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janica Dnilich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have expertise in ecohydraulics with an emphasis on rehabilitation of watersheds and watercourses in urban environments. Experience in model development, GIS applications, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax number of at least three references. Mail to: Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **COMMUNICATION — Carleton University.** Carleton University invites applications for a tenure-track position at the rank of Assistant Professor in the School of Journalism and Communication. This position is designated as a joint position between the Journalism and Communication Programs of the School. The Journalism program is the oldest in Canada. Three of the six degrees awarded at Carleton University's first convocation in 1946 were Bachelors of Journalism. The School also offers a Master of Journalism program. Additionally, it offers BA, MA, and PhD programs in Communication. The School has a combined enrolment of some 1,200 students. Alumni have gone on to be leaders in the fields of journalism, politics, and public service. Applicants should have experience in print, broadcast or computer-assisted journalism as well as a doctoral degree in a relevant discipline. Candidates will be expected to teach an undergraduate introductory course and a graduate research methods course in journalism. They should also be able to demonstrate teaching experience and research expertise in one or more of the following areas of communication studies: media and audiences; international and intercultural communication; and image, politics, and persuasion. Candidates should also include a statement regarding their approach to teaching, as part of their applications. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples and persons with disabilities. The anticipated starting date of the appointment is July 1, 2007. Applicants should provide detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Karim H. Karim, Chair, Hiring Committee, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is April 15, 2007.

■ **COMMUNICATION STUDIES — University of Waterloo.** The Department of Drama and Speech Communication at the University of Waterloo invites applications for a tenure-track position in Speech Communication beginning July 1, 2007. Based in a liberal arts faculty which aspires to high national and international standards, the University of Waterloo's Speech Communication program is the only one of its kind at a Canadian university. Its academic focus is the study of oral communication in various settings. The successful candidate should have the demonstrable capacity to teach courses in Interpersonal and Organizational Communication, with special focus on Intercultural and Gender Communication. Experience in Small Group Communication, Interviewing or Leadership, or Performance Studies is also an asset. In addition, the candidate must have a strong research profile with evidence of ongoing research activity and interest in teaching in the department's emerging graduate programs. Proof of strong interpersonal skills is also required. The successful candidate must have a PhD. Evidence of teaching excellence is a considerable asset. Salary range is commensurate with qualifications and experience. Application deadline: March 31, 2007. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment will remain open until a suitable candidate has been hired. Send letters of application, complete CV, and names of three referees to: Professor Gerd Hauck, Chair, Department of Drama and Speech Communication, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1; www.drama.uwaterloo.ca

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for one or more David R. Cheriton Chairs in Software Systems in the David R. Cheriton School of Computer Science. Candidates at all levels of experience whose research is in the systems area (broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2007 calendar year. The positions will be tenured or tenure-track. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., and Open Text Corp. Please see our website for more information: http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for a tenured or tenure-track faculty position in the David R. Cheriton School of Computer Science, in the area of bioinformatics. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equiv-

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Term Position
In the Department of Economics

FACULTY OF BUSINESS ADMINISTRATION
Tenure-Track Position
In the area of Accounting

FACULTY OF ENGINEERING
Tenure-Track Position
In the areas of Petroleum Systems Engineering

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

Careers > CanadianWork.ca

The Canadian Association of University Teachers Announces the 39th Annual

J.H. Stewart Reid Memorial Fellowship for 2007–2008 Doctoral Studies

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant or convention refugee status from April 30, 2006 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2007.
- A first class academic record in a graduate program.

Application Closing Date:
April 30, 2007

The Fellowship recipient will be announced in August 2007. An announcement will also appear in a fall edition of the CAUT Bulletin.

Apply online at http://stewartreid.caut.ca

Information: Johanne Smith, Awards Officer
2705 Queensview Drive, Ottawa, Ontario K2B 8K2 (stewartreid@caut.ca)

The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.

CAUT
Canadian Association of University Teachers

L'Association canadienne des professeures et professeurs d'université annonce

La 39e bourse annuelle J.H. Stewart Reid pour études doctorales 2007-2008

Détails :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- Bourse durée d'un an

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu ou réfugié au sens de la Convention depuis le 30 avril 2006 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2007.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Date limite des demandes :
30 avril 2007

Le nom du lauréat ou de la lauréate sera annoncé en août 2007. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Appliquez en ligne : http://stewartreid.caut.ca

Renseignements : Johanne Smith, Agente des bourses
2705, promenade Queensview, Ottawa (Ontario) K2B 8K2 (stewartreid@caut.ca)

La Fiducie de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.

ACPPU
Association canadienne des professeures et professeurs d'université

CAREERS CARRIÈRES

alent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2007 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc. and Open Text Corp. Please see our website for more information. http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of British Columbia.** The Department of Computer Science at the University of British Columbia is recruiting qualified applicants for a unique position in computer science education. With funding from UBC's Carl Wieman Science Education Initiative, we expect to hire a research associate to provide expertise and leadership in a collaborative effort with computer science faculty to 1) articulate student learning objectives across our undergraduate CS curriculum; 2) develop assessments to measure and understand student success in achieving these objectives; 3) develop and refine teaching strategies in response to assessment results; 4) ensure long-term sustainability of these initiatives. The selected candidate will have the opportunity to teach core CS courses in collaboration with other faculty, but the focus of this position is on educational assessment and improvement. The expected initial term of employment is two years, but the term may be extended for as many as four additional years depending on performance and availability of funding. Applicants must have experience with computer science education research. A PhD in Computer Science, Computer Science Education, or a related area is expected, although exceptional candidates with other backgrounds will be considered. This position will be available as of 1 August 2007, and salary will be commensurate with experience. Applicants should submit their C.V. and the names of at least three references to: CWSEI/CS Recruiting Committee Chair, Department of Computer Science, University of British Columbia, 201-2366 Main Mall, Vancouver, BC, Canada, V6T 1Z4. Applications will be accepted until 15 May 2007. The University of British Columbia is spectacularly situated on the Point Grey Peninsula amidst ocean, mountains, and forests, and is within easy reach of downtown Vancouver, host city for the 2010 Winter Olympics. More information about the UBC Department of Computer Science may be found at www.cs.ubc.ca, while www.vpacademic.ubc.ca/CarlWieman/ is the home page for UBC's Carl Wieman Science Education Initiative. UBC hires on the basis of merit and is committed to employment equity. We encourage all outstanding candidates to apply; however, Canadians and permanent residents of Canada will be given priority. This position is subject to availability of funding.

■ **COMPUTING SCIENCE — University of Alberta.** The Department of Computing Science at the University of Alberta is seeking a qualified individual to fill a position at the level of Assistant Professor or Associate Professor in a research area that has direct applicability to health-related applications. The successful candidate with be working in a large support environment, including the resources of a teaching hospital, an emerging health informatics program, and a supportive regional health care organization. Candidates are required to have a PhD in Computing Science, Health Informatics, or a related discipline. Some areas of interest include data management (warehousing, electronic health records, ontologies), data mining, data security, data visualization, user interfaces, and decision support systems. The successful candidate must have an established track record of applying their research to health-related applications. Experience working in the health sector is desirable. Salary is commensurate with experience. The University of Alberta offers competitive salaries and an extensive benefits package. The candidate is expected to establish their own research program, supervise graduate students, and teach at both the graduate and undergraduate level. The Department highly values curiosity-driven research. Strong communication skills, project management, interpersonal skills, and team leadership are important qualities. The Department is well known for its collegial atmosphere, dynamic and well-funded research environment, and superb teaching infrastructure. Its faculty are internationally recognized in many areas of computing science, and enjoy collaborative research partnerships with local, national, and international industries. The University of Alberta, located in the provincial capital of Edmonton, is one of Canada's largest and finest teaching and research institutions, with a strong commitment to undergraduate teaching, community involvement, and research excellence. As a population center of over one million people, Edmonton offers a high-quality, affordable lifestyle that includes a wide range of cultural events and activities, in a natural setting close to the Canadian Rockies. Alberta's innovative funding initiatives for supporting and sustaining leading-edge IT research have attracted world-class researchers and outstanding graduate students to our Department and to the campus. Further information about the Department and University can be found at www.cs.ualberta.ca. The competition will remain open until a suitable candidate is found. Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests, reprints of their three most significant publications, and the names of references (with contact information) electronically to everitt@cs.ualberta.ca or by mail to: Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CRIMINOLOGY & CRIMINAL JUSTICE — Carleton University.** The Institute of Criminology and Criminal Justice, Faculty of Public Affairs, invites applications for a tenure-track instructor level position. This position is available July 1, 2007. Candidates should normally hold a Master's degree in Criminology, Law, Psychology or Sociology and have administrative experience with criminal justice agencies or institutions. The position requires the organization and supervision of undergraduate field placements with such agencies and institutions, as well as the teaching of a seminar that integrates theoretical materials with reflections on the placement experience. Applicants should send their curriculum vitae and teaching dossier including teaching experience and interests to Dr. Joanna Pozzulo, Director, Institute of Criminology and Criminal Justice, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6 by April 25, 2007. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority.

University of Victoria | School of Social Work

DIRECTOR

The School of Social Work at the University of Victoria seeks candidates for the position of Director of the School effective July 1, 2007, or as soon thereafter as possible.

The University, recognized as one of Canada's top comprehensive universities, serves more than 18,000 students, graduate and undergraduate, in a wide range of faculties. Composed of five schools and three interdisciplinary graduate programs, the Faculty of Human and Social Development is committed to the academic preparation and development of professional practitioners in Social Work, Nursing, and Child and Youth Care. Rigorous teaching, accompanied by a comprehensive range of inspired research initiatives are at the core of the faculty's mandate.

With a permanent faculty complement of 13 members and 30 active sessional lecturers, the School of Social Work is committed to social justice, anti-racist, Indigenous anti-oppressive Social Work practices. The School promotes critical inquiry that respects a diversity of ways of knowing and being.

Serving approximately 650 students, the School offers undergraduate and graduate preparation for Social Workers. Faculty members support accessible and flexible Social Work education by contributing to both an on-campus and distance education program for undergraduate study. An MSW program is offered in collaboration with the Interdisciplinary Studies in Policy and Practice program. The School is planning for the implementation of a First Nations/Indigenous MSW program. For more information on the position and the School, please go to http://socialwork.uvic.ca.

External candidates for the Directorship of the School must have an earned doctoral degree, a strong background in Social Work education at the graduate and undergraduate level, and an excellent record of research. The Director will provide academic leadership to a dynamic School that is undergoing a process of renewal and growth.

The Director is responsible for administering the teaching, research and community service activities of the department within a consultative structure. The Director of the School reports to the Dean of the Faculty and represents the School within the University and the external community.

The successful candidate will be appointed to the School of Social Work at the rank of Associate Professor or Professor, with tenure, for an administrative term of five years. Applicants should forward a letter of interest that includes the names and addresses of three referees and curriculum vitae, no later than **April 13, 2007.** The application package should be addressed to:

Dr. Mary Ellen Purkis, Dean
Faculty of Human and Social Development
University of Victoria
PO Box 1700 STN CSC, Victoria, B.C. V8W 2Y2
Phone: (250) 721-8050; Fax: (250) 721-7067
hsddean@uvic.ca

The University of Victoria is an equity employer and encourages application from women, persons with disabilities, visible minorities, Aboriginal Peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

Schulich MEDICINE & DENTISTRY | Western Health Sciences

Schulich School of Medicine & Dentistry | Faculty of Health Sciences
The University of Western Ontario

Tenure-Track Position in Interprofessional Education

The Schulich School of Medicine & Dentistry and the Faculty of Health Sciences at The University of Western Ontario invite outstanding candidates to apply for a joint probationary (tenure-track) appointment in Interprofessional Education, at the rank of Assistant or Associate Professor. The appointment will be made in the most appropriate department/school within the Schulich School of Medicine & Dentistry or the Faculty of Health Sciences and will be made with tenure if qualifications and experience warrant.

Qualified applicants must have a PhD or M.D. (or equivalent). Consideration of applicants will include an assessment of previous performance, qualifications and experience. Candidates at the Associate level must be scholars of national reputation, with evidence of excellent teaching ability and an established research program. The candidate will have a commitment to teach undergraduate students and provide graduate supervision to students who wish to study Interprofessional education. The candidate will also work with those responsible for professional school curricular development to ensure that core IPE competencies are taught. The candidate will also have demonstrated an outstanding record of research and publication in Interprofessional Education and/or Collaborative Patient-centred Practice and will be expected to maintain an ongoing rigorous research program.

The University of Western Ontario located in London, Ontario, graduates students with a full range of academic and professional programs. (See http://www.uwo.ca/ and http://www.goodmovelondon.com to learn more.) Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Please visit The Schulich School of Medicine & Dentistry at: http://www.schulich.uwo.ca/ and The Faculty of Health Sciences at: http://www.uwo.ca/fhs/ to learn more.

Interested applicants should forward a detailed curriculum vitae, a brief statement of education and research accomplishments and future plans, and at least three letters of reference to: **Dr. Carol P. Herbert, Dean, Schulich School of Medicine & Dentistry, The University of Western Ontario, 1151 Richmond Street, London, Ontario N6A 5C1 CANADA.** Applications will be accepted until the position is filled. Expected start date is **July 1, 2007.**

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

THOMPSON RIVERS UNIVERSITY

KAMLOOPS, BC

TRU invites applications for the following position:

FACULTY

Endowed Research Chair in Resource Management & Environmental Economics

"Beef Cattle Industry Sustainability"

Thompson Rivers University (TRU), British Columbia's newest public university, was founded in 1970 as a community college, and through an exciting process of evolution and growth is now a unique, comprehensive university built on 35 years of excellence in post-secondary education and training.

The spectacular main campus of TRU is located on the south slope of Kamloops, a growing city of 80,000 residents at the centre of BC's southern interior, only four hours from Vancouver. The university has become a vital and integral part of a community and surrounding region that offers recreational, cultural, social and economic benefits that are attracting students and faculty from across Canada and around the world.

With an on-campus population of over 9,000 students, TRU is a primarily undergraduate, teaching-focused university offering over 50 undergraduate and graduate degree options, and more than 40 diploma and certificate programs in academic, applied and professional fields. The expansion of graduate programs, distance and open learning, and the building of strength in a number of research areas are among the priorities of the university in the years ahead.

For further information, please visit our website at

www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.

CAREERS CARRIÈRES

D

■ **DERMATOLOGY — University of Alberta.** Applications are invited for the position of Director, Division of Dermatology and Cutaneous Sciences at the University of Alberta. The Division consists of three full time academic staff with a fourth joining in July, 2007, and 17 clinical Faculty. The Division has the full range of therapeutic services, excellent clinical facilities, and a Royal College approved resident training program which currently has 10 residents enrolled. Clinical activity (medical and surgical dermatology) is presently conducted in a self-standing dermatology clinic on the University of Alberta campus with plans to move into an adjacent, modern, state-of-the-art ambulatory care centre (construction just beginning) within five years. The Division offers expertise in melanoma and cutaneous lymphoma, laser surgery, Mohs micrographic surgery, immunodermatology and dermatopathology. The University of Alberta is one of the major research universities in Canada with over 35,500 students, research funding over $375 million yearly (of which more than $40 million is from the Department of Medicine), more than 400 distinct research laboratories and more than 110 Master's and 60 Doctoral programs. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. The 89 hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games, the 2001 World Championships in Athletics and the upcoming Junior World Championship of Soccer. The Faculty of Medicine and Dentistry is led by Dean Thomas Marrie renowned for his development of the pathway for the treatment of community acquired pneumonia. The University has spawned over 40 active spin-off companies which have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 46 countries giving the U of A vital international academic relationships. Edmonton, with a metro population approaching one million people, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Interested applicants should hold an MD or equivalent and fellowship in the Royal College of Physicians and Surgeons of Canada or equivalent and have demonstrated clinical leadership and scholarly accomplishment in research and teaching. This position offers a unique and exciting opportunity for a person of vision to guide an established and recognized Dermatology Division and build upon its strong academic and clinical foundations. A successful Alternate Relationship Plan assures a highly competitive income while providing the time necessary for teaching and research and for developing innovations in the delivery of health care. Remuneration for this senior position will be commensurate with qualifications and experience. The position will remain open until filled but it would be preferred if applications could be received no later than May 15, 2007; the position will be available any time after that date. Please send a curriculum vitae and a letter of application to: Dr. Jonathan B. Meddings, Chair, Department of Medicine, 2F1.30 Walter C. Mackenzie Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **DRAMATIC ART — University of Windsor.** The University of Windsor invites applications for a nine-month limited-term faculty position in the School of Dramatic Art in the area of Acting at the rank of Assistant Professor commencing August 15, 2007. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4. Phone: (519) 253-3000, Ext. 2805; Fax: (519) 971-3629; Email: walsha@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 1-877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, signal/image processing, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca/applications. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at http://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING/QUANTUM COMPUTING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a P.Eng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ **ENGINEERING — St. Francis Xavier University.** The Department of Engineering at St. Francis Xavier University invites applications for a limited term, 9 months faculty position in Electrical Engineering at the Assistant Professor rank, subject to budgetary approval. Applicants are expected to have a PhD in Electrical Engineering but professional engineers with a Master's degree in Electrical Engineering will also be considered. The successful candidate would be required to teach: Computer Programming for Engineers to first year Engineering students and Basic Electric Circuits Theory, Circuits Analysis, and Date Structures & Numerical Methods to second-year Engineering students. The appointment will be effective August 13, 2007. To learn more about the Department of Engineering at St. Francis Xavier University, please visit our website at http://www.stfx.ca/academic/engineering/. Applicants should send, by March 16, 2007, a CV and the names of three referees to: Dr. Emeka Oguejiofor, P.Eng., Associate Professor and Chair, Department of Engineering, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, Canada, B2G 2W5; Phone: (902) 867-2229, Fax: (902) 867-2414; Email: eoguejio@stfx.ca and arrange for their referees to send letters directly to the address above. Consideration of applications will begin April 2, 2007 and will continue until the position is filled. All qualified persons are encouraged to apply, but Canadian citizens and permanent residents will be given priority. St. Francis Xavier University is committed to merit-based hiring and to employment equity

■ **ENGLISH — World Exchanges Inc.** Teach in China. Opportunity to live and teach English in China. Features: high Chinese salary (more than enough to live and travel), paid accommodation and airfare, opportunities to travel and experience Chinese culture, generous paid vacation, bilingual (Chinese/English) support staff, Canadian colleagues. World Exchanges Inc. operates private English immersion schools in Xiamen, Qingdao, Yantai, Beijing, Shenyang. Students are mainly college age or adult. We have over 12 years experience in operating schools in China and are licensed by Chinese government. 10 month and 5 month contracts available. World Exchanges Inc. Ste. 1801, 1 Yonge St, Toronto, ON, M5E 1W7. More info at http://www.chinateaching.com; e-mail: wel@chinateaching.com.

■ **ENGLISH LITERATURE — Université Laval.** The Département des littératures invites applications for an open rank tenure-stream position in British literature. Responsibilities: 1) Teaching British Literature at the undergraduate and graduate level (language of instruction: English); 2) Supervising master's theses and doctoral dissertations; 3) Pursuing research in British literature; 4) Contributing to the administration of programs related to teaching English literature; 5) Participating in departmental and university activities. Selection Criteria: 1) PhD in English literature (or the equivalent) with specialization in British literature; 2) Research experience in British literature; 3) Relevant publications; 4) University teaching experience; 5) Ability to teach British literature as a generalist at the undergraduate level; 6) Good knowledge of French and perfect command of oral and written English; 7) Aptitude for teamwork; 8) Interest in teaching in a second language environment. An interest in comparative literature and an ability to make links between the candidate's area of specialization and contemporary culture would be assets. Starting date for the position: July 1, 2007. Please send a letter of application, a curriculum

SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

MECHATRONIC SYSTEMS ENGINEERING
TENURE TRACK POSITIONS

Beginning Fall 2007, the School of Engineering Science at Simon Fraser University will offer graduate as well as a Co-Op based undergraduate degree programs in Mechatronics Systems Engineering at SFU's newest campus in Surrey. The School invites applications for up to three tenure-track assistant professor positions in the general area of mechatronic systems engineering. Individuals with undergraduate and a doctoral degree in Mechanical Engineering and design of Mechatronic Systems, or other closely related areas with a demonstrated potential for scholarly research, and a commitment to undergraduate as well as graduate teaching in design of mechatronic systems, including but not limited to solid mechanics, dynamics, fluids, thermal systems, thermo-fluids, intelligent product design, motion control, and vibration are encouraged to apply. Multidisciplinary research interests particularly in line with the School's strategic areas of interest such as MEMS/BioMEMS, Biomechatronics, Nano technology, sensor and actuator design are highly desirable. Candidates with industrial experience and excellent communication skills are particularly welcomed to apply. Eligibility for registration as a Professional Engineer in the province of British Columbia is required. Normally this requires an undergraduate degree in a branch of engineering.

The School of Engineering Science (ENSC) has a strong commitment to high quality research and offers an excellent research environment. Initial research support will be provided to the successful applicants for establishing their research program at SFU. The School in Burnaby Campus currently has 36 faculty members. The School in the Surrey Campus is expected to have 15 faculty members in the steady state. The School offers PhD as well as two masters degree programs, and has a flourishing graduate population of about 150 full time and 50 part time students at the Burnaby Campus. The MSE program at the Surrey Campus is expected to have about 250 undergraduate and 70 masters and PhD students. Simon Fraser University serves over 20,000 students, while the School of Engineering Science currently has about 600 students in its undergraduate programs at the Burnaby Campus. The University has been ranked first in the "Comprehensive" category several times in the last number of years in a national ranking of Canadian universities carried out by Maclean's magazine.

SFU Surrey campus offers brand new state-of-the-art facilities in a central location with outstanding access to the rest of Greater Vancouver via the SkyTrain. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and excellent recreational opportunities, including camping, hiking, mountaineering, downhill skiing, sailing, kayaking, boating, scuba diving, saltwater and freshwater fishing, etc.

To apply, send curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses and phone numbers of four referees to: Dr. Mehrdad Saif, P. Eng., Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6, Canada; saif@ensc.sfu.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities, gay men and lesbians. Applications will be accepted until the positions are filled. All positions are subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for Academic Appointment Competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/_Collection_Notice.html.

E

■ **EDUCATIONAL PSYCHOLOGY — University of Alberta.** The University of Alberta, Department of Educational Psychology, invites applications for a two-year, full-time, 12 months per year, Academic appointment in Teaching English as a Second Language, effective July 1, 2007. The appointment will be at the Assistant Professor level. Salary will be commensurate with qualifications and experience. Applicants should have a PhD in TESL or equivalent. Teaching experience in both ESL and TESL settings is necessary, as are evidence of a strong commitment to scholarly research and publication in the fields of SLA and TESL. The successful applicant will bring enthusiasm, academic strength, and collaborative abilities to the TESL program; will be responsible for teaching courses at both the undergraduate and graduate level; and will be expected to participate in the academic and administrative activities of the department. Applications including current curriculum vitae, the names and addresses of three referees, a statement of research interests, teaching evaluations, and samples of scholarly work should be submitted to: Dr. Robin Everall, Chair, Department of Educational Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5. Only complete applications received by May 30th, 2007, will be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

DALHOUSIE UNIVERSITY
Inspiring Minds

Lecturers of Management and Lecturer of International Business/Strategy

The School of Business Administration invites applications for ten-month limited-term appointments in Management (Business Communications), and International Business/Strategy at the rank of Lecturer commencing August 1, 2007. Applicants must have at least a Master's degree; a Ph.D. is preferred. Those with teaching experience at the post-secondary level will receive preference. Evidence of teaching experience is required.

The successful candidate's primary responsibilities will include teaching six sections in the respective area in either the Bachelor of Commerce (Co-op) Program or Master of Business Administration program and contributing to the academic life of the School. One ten-month appointment in the Management area will be a combination of supervising students, marking work-term reports, and teaching.

The School of Business Administration is part of the Faculty of Management, which has a unique commitment to values-based management and inter-disciplinary research and learning. Thus, the successful candidate will have opportunities to work with like-minded colleagues in the sister schools of Public Administration, Information Management, and Resource and Environmental Studies within the Faculty.

Information about the Dalhousie School of Business and its programs may be found at http://sba.management.dal.ca.

All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applicants should send a c.v., the names of three references, copies of their previous teaching evaluations (if any), and an indication of their research interests to **Ms. Viola Caume** (viola.caume@dal.ca), **School of Business Administration, Dalhousie University, Kenneth C. Rowe Management building, 6100 University Avenue, Halifax, Nova Scotia, Canada B3H 3J5**, no later than **May 11, 2007**

DALHOUSIE UNIVERSITY
Inspiring Minds

Lecturer of Accounting

The School of Business Administration invites applications for a limited-term appointment in Accounting for up to two years commencing July 1, 2007, at the rank of Lecturer. Applicants must have at least a Master's degree in a related discipline and a professional accounting designation.

The successful candidate's primary responsibilities will include teaching in the Bachelor of Commerce (Co-op) Program and, to a lesser extent, the MBA Program, engaging in research activities, and contributing to the academic life of the School. Although the primary focus of this position will be in the Financial Accounting area, preference will be given to those applicants who also have expertise in Accounting Information Systems, Auditing, Cost/Managerial Accounting, or Taxation.

The School of Business Administration is part of the Faculty of Management, which has a unique commitment to values-based management and inter-disciplinary research and learning. Thus, the successful candidate will have opportunities to work with like-minded colleagues in the sister schools of Public Administration, Information Management, and Resource and Environmental Studies within the Faculty.

Information about the Dalhousie School of Business and its programs may be found at http://sba.management.dal.ca.

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applicants should send a c.v., the names of three references, copies of their previous teaching evaluations (if any), and an indication of their research interests to **Ms. Viola Caume** (viola.caume@dal.ca), **School of Business Administration, Dalhousie University, Kenneth C. Rowe Management building, 6100 University Avenue, Halifax, Nova Scotia, Canada B3H 3J5**, no later than **May 11, 2007**.

CAREERS CARRIÈRES

vitae, three recent letters of reference, and a published article before May 4, 2007 to: Monsieur Alban Baudou, Directeur, Département des littératures, Pavillon Charles-De Koninck, Université Laval, Québec, QC, G1K 7P4. No electronic applications will be accepted. All documents must be sent by the date indicated; all incomplete applications will be rejected. In accordance with Canadian immigration requirements, priority for this position will be given to Canadian citizens and permanent residents of Canada.

■ **ENVIRONMENTAL SCIENCE/ENVIRONMENTAL ECONOMICS — Thompson Rivers University.** Thompson Rivers University (http://www.tru.ca) seeks a dynamic research Chair to address the socio-economic, resource, management and regulatory issues related to developing progressive and innovative strategies and practices promoting the long term environmental and economic sustainability of the beef cattle industry of British Columbia's southern semi-arid rangelands. The Chair will develop an applied research program to inform the decisions faced by individuals, communities and governments. Areas of inquiry may include such issues as rangeland and watershed management practices and stewardship, regulatory policies, grazing and water rights, conventional and diversified livestock grazing and husbandry strategies, and the effectiveness and implementation of best-management practices. The Chair is expected to work collaboratively with other specialists and practitioners, from an area of individual specialization related but not limited to resource/environmental/agricultural economics, socio-economic/resource geography, and/or integrated land management planning. The Chair will be joining five Canada Research Chairs, several endowed chairs, and research-oriented faculty members working in an environment that encourages interdisciplinary research and enhanced links between the university and industry, non-governmental agencies, government agencies and Aboriginal communities. You must possess the creativity and passion to be a leader in your field, and hold a PhD. The appointment will be at the Assistant or Associate Professor level and is subject to review by the Leading Edge Endowment Fund. Reduced teaching and administrative loads allow for a primary focus on leading edge research and extension activities related to the Cattle Industry. Thompson Rivers University (TRU) has a strong history and culture of infusing research as part of the student experience, and is committed to increasing its capacity in research and graduate studies. Located in the interior region of British Columbia, in the thriving City of Kamloops, TRU enjoys and cultivates strong ties with the communities and people it serves, including regional campuses and a new campus location at Williams Lake. Kamloops is home to regional offices of the Ministries of Forests and Range, Environment, Prairie Farm Rehabilitation Administration, and Agriculture and Agri-Food Canada's (AAFC) Research Branch. The latter is a unique research station featuring a wet chemistry laboratory, 1,100+ acres of deeded land along with 11,000 acres of land for grazing trials. Other resources include head offices for the BC Cattlemen's Association, the British Columbia Grassland Conservation Council, the Kamloops Water Quality and Research Centre, and at TRU, a complete trades infrastructure, a major Community-University Research Alliance, and the only Retail Meat Processing & Manufacturing Program in the province. Application Process: Interested applicants should send curriculum vitae, quoting Competition #07-012, with examples of research contributions, and names and contact information for three referees via mail to: Dr. Nancy Van Wegoner, Associate Vice President, Research and Graduate Studies, Thompson Rivers University, Box 3010, 900 McGill Rd., Kamloops, British Columbia, Canada, V2C 5N3. Fax: (250) 371-5821; E-mail: nvanwagoner@tru.ca. Review of applications will continue until the successful nominee is identified. Applicants from Canada and elsewhere are encouraged. TRU hires on the basis of merit and is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified candidates but strongly encourage applications from women and persons with disabilities, members of visible minorities, and Aboriginal persons.

G

■ **GLOBAL HEALTH — University of Saskatchewan.** The Department of Community Health and Epidemiology, College of Medicine, invites applications for a tenure-track faculty position in Global Health. The Department of Community Health and Epidemiology is a dynamic and growing academic department comprising 15 core faculty and 34 associate and clinical faculty. It contributes to the undergraduate education of health science students and has an active graduate program with 45 students at the master's and doctoral levels. Areas of current research excellence include population and child health, health promotion, socio-behavioural aspects of cancer care, and aboriginal peoples' health; global health is an emerging area of excellence in teaching and research. The Department of Community Health and Epidemiology acknowledges a growing and important trend in academic institutions in Canada to integrate global health teaching, research and development activities in all levels of undergraduate medical education, graduate training and recognizes the unique position of the Department in advancing that work in the College of Medicine and in the University of Saskatchewan. The faculty member in this position would 1) lead innovative curriculum development and revisions in global health, 2) teach graduate and undergraduate students including offering specialized accredited courses, study exchanges or study abroad opportunities, 3) develop research program in global health linked to Canadian Coalition on Global Health Research, specializing in action research or community-based research methodologies, and 5) support the development of graduate student research in the area of global health. A position in Global Health would build on the unique interdisciplinary approach and experience in the Department in teaching Global Health and Local Communities' Issues and approaches (CHEP 402.3) and Global Health: selected issues (CHEP 412.3) in Nicaragua and will facilitate increased integration of global health content and activities across the health sciences. The Department is committed to supporting the Social Accountability activities of the College of Medicine. There are well-established links and current CIDA-sponsored projects managed by faculty in the Department with Mozambique, Nicaragua and Pakistan, enabling further expansion in global health teaching and research opportunities. The academic level of this appointment and salary will be commensurate with qualifications. We offer competitive remuneration and a collegial, team-based environment. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify in their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Interested candidates are asked to submit a cover letter, curriculum vitae and three letters of reference. Deadline for applications is June 30, 2007, or until the position is filled. Applications should be directed to: Dr. Nazeem Muhajarine, Department Head, Community Health & Epidemiology, College of Medicine, University of Saskatchewan, Saskatoon, SK, Canada, S7N 5E5; Fax: (306) 966-7920; Email: nazeem.muhajarine@usask.ca.

H

■ **HEALTH SCIENCES — University of Western Ontario.** Applications are invited for a probationary (tenure-track) appointment in the Bachelor of Health Sciences Program, Faculty of Health Sciences. The position is at the rank of Assistant Professor in the area of applied health ethics. The successful candidate must hold a PhD and have a demonstrated commitment to quality teaching, research excellence and University/community service. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London, Ontario, known as the "Forest City" with a population of 385,000. London is also a major academic health and medical sciences centre. The Bachelor of Health Sciences Program at The University of Western Ontario is a large, undergraduate program that started in 1997. The Program is housed in the Faculty of Health Sciences (http://www.uwo.ca/fhs/) in a new state-of-the-art building. A core of professors is complemented by professors appointed to the five Schools that comprise the multi-disciplinary Faculty, namely, the School of Kinesiology; the School of Nursing; the School of Occupational Therapy; the School of Physical Therapy, and the School of Communication Sciences and Disorders. The Bachelor of Health Sciences Program has an enrolment of 1,200 students, some of whom specialize in fields such as Health Promotion, Rural Health, Health Information Management, Health and Aging, and Health Sciences with Biology. Other students obtain BHSc degrees with a major in Health Sciences. A new graduate program in Health and Rehabilitation Sciences (masters and doctoral studies) will be of interest to faculty members and students wishing to pursue research activities in interdisciplinary areas such as Health Promotion, Healthy Aging, Child and Family Health, and Rehabilitation Science. Additional information on the Bachelor of Health Sciences Program is available at our website http://www.uwo.ca/fhs/bhsc/index.htm. The effective date of appointment is July 1, 2007. Interested candidates should send an updated curriculum vitae and names and contact information of three academic referees to: Dr. Don Morrow, Acting Director, Bachelor of Health Sciences Program, Faculty of Health Sciences, Room 222, Arthur and Sonia Labatt Health Sciences Building, The University of Western Ontario, London, Ontario, N6A 5B9. The deadline for receipt of applications is May 10, 2007. Please quote Number HS 077 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HEALTH STUDIES & GERONTOLOGY — University of Waterloo.** In support of the Master of Public Health (MPH) program at the University of Waterloo, the Department of Health Studies and Gerontology invites applications for a faculty position (tenured or tenure-track) in Epidemiology, specializing in areas of teaching and research relevant to community health, public health, and population health promotion. Candidates should have an orientation toward assessment of population-wide health problems, focusing on prevention of major chronic diseases and/or re-emerging infectious diseases, including the effective communication of study findings to inform policy and practice within government agencies, health organizations, health stakeholder groups, and the general public. Located in the Department of Health Studies and Gerontology, the successful applicant will be expected to conduct an independent program of research relevant to public health, while permanently affiliated with the course teaching and prac-

u Ottawa

L'Université canadienne
Canada's university

FACULTÉ DE MÉDECINE

Département de médecine cellulaire et moléculaire

La Faculté de médecine de l'Université d'Ottawa procède actuellement à un élargissement stratégique important des champs de recherche de ses départements scientifiques de base. Seront particulièrement touchées les études moléculaires, cellulaires et systémiques qui permettent de comprendre les fondements de la fonction cellulaire et la croissance et le développement des cellules. Dans le cadre de cette stratégie globale, le Département de médecine cellulaire et moléculaire invite des personnes de haut calibre, tant au niveau débutant qu'au niveau chevronné, à poser leur candidature à des postes de professeur menant à la permanence. Les candidats et les candidates doivent pouvoir adopter des démarches innovatrices pour l'étude d'importants problèmes biologiques; toutefois, dans le présent cycle de candidature, la priorité sera accordée aux personnes dont les intérêts de recherche concernent la **biologie moléculaire et cellulaire**, et ce, afin de compléter une forte capacité de recherche existante dans les domaines suivants :

Contrôle de la croissance

Génétique du développement

Physiologie moléculaire

Médecine régénérative

Les candidats et les candidates retenus bénéficieront d'une rémunération et d'avantages sociaux généreux et exhaustifs; leurs bureaux seront situés dans de nouveaux locaux ultramodernes de 100 000 pieds carrés faisant partie du Complexe des sciences de la santé de la Faculté de médecine. Les personnes présentant une candidature exceptionnelle seront admissibles au programme de Chaires de recherche du Canada. Les candidats et les candidates choisis seront titulaires d'un doctorat; ils devront pouvoir élaborer des programmes de recherche indépendants vigoureux et collaborer à la mission d'enseignement du Département. L'Université d'Ottawa étant un établissement bilingue, la maîtrise du français et de l'anglais serait un atout.

Ottawa, la capitale nationale du Canada, est une ville dynamique et attrayante où le niveau de vie est élevé.

Des renseignements supplémentaires sur le Département de médecine cellulaire et moléculaire sont disponibles au :
www.uottawa.ca/academic/med/cellmed

Les personnes intéressées doivent soumettre leur curriculum vitæ, une liste d'au moins trois références et un énoncé de leurs intérêts de recherche à l'adresse suivante :

Le directeur
Comité de sélection
Département de médecine cellulaire et moléculaire
Faculté de médecine
Université d'Ottawa
451, chemin Smyth
Ottawa (Ontario)
Canada K1H 8M5
mhincke@uottawa.ca

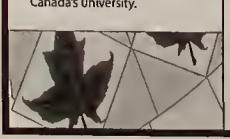
Nous vous encourageons à poser votre candidature par voie électronique. Les demandes seront acceptées jusqu'au **30 avril 2007**.

www.u Ottawa.ca

Conformément aux exigences d'immigration du Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit en outre à l'équité d'emploi et encourage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Sise au cœur de la capitale du Canada, l'Université d'Ottawa est l'une des principales universités à vocation de recherche du pays. Son effectif étudiant, son corps professoral et son personnel regroupent plus de 40 000 personnes qui vivent, travaillent et étudient en français et en anglais dans un milieu des plus cosmopolites. C'est avec fierté que nous nous affichons comme « l'Université canadienne ».

The University of Ottawa, at the heart of Canada's capital, is one of our country's leading research universities. We are a cosmopolitan community of over 40,000 students, faculty and staff who live, work and study in both English and French. We are proud to be Canada's university.



FACULTY OF MEDICINE

Department of Cellular and Molecular Medicine

The Faculty of Medicine at the University of Ottawa is presently undergoing a significant strategic expansion of research within its basic science departments with a specific focus on molecular, cellular and systems approaches to understanding fundamental questions of cellular function and growth and development. In the context of this overall strategy, the Department of Cellular and Molecular Medicine is presently inviting applications for tenure stream Faculty positions from outstanding candidates at all career stages. Strong candidates using innovative approaches to study important biological problems are invited to apply, although in this application cycle priority will be given to applicants with research interests in **Molecular and Cellular Biology** to complement and extend existing research strengths in:

Regulation of Growth Control

Developmental Genetics

Molecular Physiology

Regenerative Medicine

Successful applicants will be provided with generous and comprehensive start-up packages and will be housed within a new 100,000 sq. ft. state-of-the-art expansion of the Faculty of Medicine's Health Sciences complex. Canada Research Chairs will also be available to exceptional candidates. Successful applicants will possess a Ph.D. and are expected to develop vigorous independent research programs and to contribute to the teaching mission of the Department. The University of Ottawa is a bilingual institution, thus proficiency in both English and French is an asset.

As Canada's National Capital, Ottawa is a vibrant and attractive city with a high standard of living.

More information on the Department can be obtained at:
www.uottawa.ca/academic/med/cellmed

Interested individuals are requested to submit a curriculum vitae, a list of at least three references and a statement of research interests to:

Chair
Search Committee
Department of Cellular and Molecular Medicine
Faculty of Medicine
University of Ottawa
451 Smyth Road
Ottawa, Ontario
Canada K1H 8M5
mhincke@uottawa.ca

Electronic submissions are encouraged and applications will be accepted until **April 30, 2007**.

www.u Ottawa.ca

According to government policy, all qualified candidates are invited to apply, however, preference will be given to Canadian citizens and permanent residents. The University of Ottawa is an equal opportunity employer.

CAREERS CARRIÈRES

ticum mentorship components of the MPH program. Additional duties may include undergraduate and graduate teaching, including the thesis supervision of MSc and PhD students. The University of Waterloo has recently initiated a significant expansion in teaching and research in public health to complement our existing research-oriented MSc and PhD programs. The department wishes to appoint a faculty member to a position that involves teaching one or more gerontology courses within the collaborative PhD in Aging, Health and Wellbeing. In addition, the position will involve the teaching of other undergraduate or graduate courses related to aging, and supervision of thesis-based MSc and PhD students. The position also requires the successful development or continuation of an independent research program in aging and health. Excellent teaching and communication skills are essential. The effective date of appointment is expected to be July 1, 2007, although a later appointment date will be considered if requested. The closing date for applications is April 15, 2007. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Stephen McColl, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HEALTH STUDIES & GERONTOLOGY — University of Waterloo.** The Department of Health Studies and Gerontology, within the Faculty of Applied Health Sciences at the University of Waterloo, invites applications for the position of Assistant or Associate Professor (tenured or tenure-track) in Gerontology. The applicant should have a demonstrated record of independent research on the psychosocial aspects of aging, health and well-being in later life, or health intervention research in elderly populations. Preference is for researchers undertaking applied health research — in areas such as long-term care, community care services, health policy, program evaluation, or health informatics. Collaborative teamwork with other faculty involved in research on health and aging at the University is expected. The Faculty of Applied Health Sciences has recently launched a new collaborative PhD in Aging, Health and Well-being. The program is a joint initiative of the Departments of Health Studies and Gerontology, Kinesiology, and Recreation and Leisure Studies. The Faculty is home to a number of innovative research centres on aging, including the REJ Schlegel-UW Research Institute for Aging, the Murray Alzheimer Research and Education Program, and the Ideas for Health research group. The Department of Health Studies and Gerontology has also initiated a significant expansion in teaching and research in public health to complement our existing research-oriented MSc and PhD programs. The department wishes to appoint a faculty member to a position that involves teaching one or more gerontology courses within the collaborative PhD in Aging, Health and Wellbeing. In addition, the position will involve the teaching of other undergraduate or graduate courses related to aging, and supervision of thesis-based MSc and PhD students. The position also requires the successful development or continuation of an independent research program in aging and health. Excellent teaching and communication skills are essential. The effective date of appointment is expected to be July 1, 2007, although a later appointment date will be considered if requested. The closing date for applications is April 15, 2007. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Stephen McColl, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HOSPITALITY — University of Guelph.** The School of Hospitality and Tourism Management seeks qualified candidates to fill a tenure-track position at the assistant professor level in lodging management. The successful candidate will be expected to teach courses at the undergraduate level, conduct research in lodging management and actively contribute to the successful functioning of the School and the industry through service work. A completed PhD (or near completion) and solid business experience in lodging management is required for this position. The successful candidate will also demonstrate the ability to conduct research, teach effectively, and interact and work well with the hospitality industry. Submit a letter of application, curriculum vitae, a statement of teaching philosophy, and list of references with mailing address, phone number and e-mail contact information as soon as possible to: Dr. Marion Joppe, School Director, Chair, Search Committee, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax: (519) 823-5512; E-Mail: mjoppe@uoguelph.ca. All qualified candidates are encourage to apply; however, Canadian and permanent residents will be given priority. The application deadline is May 31, 2007 or until the position is filled. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

I

■ **INDIAN SOCIAL WORK — First Nations University of Canada.** The First Nations University of Canada is excepting applications for three tenure track positions within The School of Indian Social Work Department, Saskatoon Campus. SISW is seeking three faculty positions and invites applications from experienced academics to provide teaching and scholarship to this growing and exciting program. Applicants for this academic (tenure track) position should possess a PhD in Social Work (A Masters degree could be considered with a commitment to enter a PhD program). It is essential that applicants have a strong First Nations knowledge base and experience in the areas of philosophy, spirituality, treaties, self-government, residential schools and healing. Qualified individuals are required to provide a statement of research interests, documentation of teaching and administrative experience, and a copy of a current CPIC (Canadian Police Information Check). The salary will be commensurate with qualifications and experience. These appointments are effective August 1, 2007 and are subject to budgetary approval. Relocation assistance will be provided if necessary. Application procedure: Preference will be given to First Nations, Aboriginal, and other designated group members (SHRC #E93-13); therefore please indicate your status on the covering letter. Applications should include a current Curriculum Vitae, transcripts, teaching evaluations, a teaching dossier, and the names of at least three referees by May 31, 2007. Human Resources, First Nations University of Canada, 1 First Nations Way, Regina, SK, S4S 7K2. Ph.: (306) 790-5950 ext. 2500; Fax: (306) 790-5997; Email: humanresources@firstnationsuniversity.ca; Website: www.firstnationsuniversity.ca

■ **INTERNATIONAL DEVELOPMENT STUDIES — Dalhousie University.** The Department of International Development Studies at Dalhousie University invites applications for a 10 month, full-time, limited-term position at the rank of Lecturer or Assistant Professor. The position will commence on 1 August 2007, subject to budgetary approval. The successful candidate should have a PhD or Phd in hand. Preference will be given to those candidates holding a PhD in International Development Studies or equivalent and with experience in university level teaching in the relevant subjects. Primary responsibilities will be the teaching of interdisciplinary core courses in IDS at the second, third and fourth-year levels, focusing on key themes, theories, and practices of development. Applications must include a complete curriculum vitae, a statement of research and teaching interests and philosophies, and documentation of teaching performance. Three confidential letters of reference, in hard copy, must be forwarded under separate cover by the referees directly to the Dalhousie Department of International Development Studies. Please address these letters, and the application, to: Rebecca Tiessen, Department Chair, International Development Studies, 339 Henry Hicks Building, Dalhousie University, Halifax, Nova Scotia, B3H 4H6. The deadline for receipt of applications is 4 May 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

J

■ **JOURNALISM — Carleton University.** Carleton University invites applications for a tenure-track position at the rank of Assistant Professor in the School of Journalism and Communication. This position is designated as a joint position between the Journalism and Communication Programs of the School. The Journalism program is the oldest in Canada. Three of the six degrees awarded at Carleton University's convocation in 1946 were Bachelors of Journalism. The School also offers a Master of Journalism program. Additionally, it offers BA, MA, and PhD programs in Communication. The School has a combined enrolment of some 1,200 students. Alumni have gone on to be leaders in the fields of journalism, politics, and public service. Applicants should have experience in print, broadcast or computer-assisted journalism as well as a doctoral degree in a relevant discipline. Candidates will be expected to teach an undergraduate introductory course and a graduate research methods course in journalism. They should also be able to demonstrate teaching experience and research expertise in one or more of the following areas of communication studies: media and audiences; international and intercultural communication; and image, politics, and persuasion. Candidates should also include a statement regarding their approach to teaching, as part of their applications. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples and persons with disabilities. The anticipated starting date of the appointment is July 1, 2007. Applicants should provide detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Karim H. Karim, Chair, Hiring Committee, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is April 15, 2007.

K

■ **KINESIOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Faculty of Human Kinetics in the area of Life Span Development commencing July 1, 2007. For detailed position description, visit our website at: www.uwindsor.ca/faculty positions. Contact, Dr. Robert Boucher, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2432; Fax: 519-973-7056; Email: bouche4@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca

L

■ **LAW — University of Windsor.** The Faculty of Law at the University of Windsor invites applications for a 24-month limited-term lecturer position in Legal Writing and Research Program commencing commencing July 1, 2007 to June 30, 2009. Salary scale starting at $50,000 plus benefits. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Professor Bnan Mazer, Acting Dean, Faculty of Law, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4. Tel: (519) 253-3000, Ext. 2930; Fax: (519) 973-7064; Email: mazer@uwndsor.ca. For information on the University of Wmdsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca

■ **LINGUISTICS — Simon Fraser University.** The Department of Linguistics at Simon Fraser University is accepting applications for a Limited Term position to start September 1, 2007 and end August 31, 2008. The appointment will be made at the Assistant Professor rank. A primary specialization in syntax with expertise in morphology is required for this position. The successful candidate will be assigned teaching duties in syntax and morphology at all levels as well as courses in general linguistics. Candidates should hold a PhD in linguistics and have demonstrated research strength in the area of their specialization. Some experience in teaching linguistic courses is expected. The departmental web site is http://www.sfu.ca/linguistics. This position is subject to final budget approval. Closing date for receipt of applications is May 1, 2007. Interested persons are invited to send a letter of application, curriculum vitae and the names and addresses of

UNIVERSITY OF WATERLOO

Waterloo FACULTY OF ENGINEERING MANAGEMENT SCIENCES

Building on our record of excellence in undergraduate education, Waterloo Engineering is working to become Canada's premier engineering school through its Vision 2010 Strategic Plan. The plan is ambitious, but practical.

The Department of Management Sciences is proud to play a significant role in the Vision 2010 Plan with a new undergraduate program in Management Engineering. This program, unique in Canada, will start in September 2007. Management Sciences will be hiring 13 new faculty members between now and 2010 to accommodate this growth.

Management Engineering integrates the knowledge from traditional areas of industrial and systems engineering, operations research and information systems. It couples this knowledge with the social sciences and tools drawn from management and business.

We now invite applications for three tenure-track/tenured faculty positions at the Assistant, Associate or Full Professor level. Faculty members are expected to teach both undergraduate and graduate courses, supervise graduate students, and develop a strong sponsored research program. Candidates with an undergraduate degree in engineering or those who may qualify for registration as a Professional Engineer are preferred.

■ BEHAVIOURAL SCIENCES
We seek an individual with a Ph.D. in a behavioural science including, but not limited to, organizational behaviour, psychology, sociology, or industrial/systems engineering with interests related to work, technology and organization.

■ INFORMATION SYSTEMS
We seek an individual with a Ph.D. in information systems with a background in, but not limited to, information science, software engineering, computer science, or industrial/systems engineering. The successful candidate will have interests in the applied use of information theory, systems and/or technology to decisions made by organizations or individuals.

■ OPERATIONS RESEARCH
We seek an individual with a PhD in applied operations research or management who has interests in both theoretical and applied aspects of probabilistic modelling. The successful candidate will have research and teaching interests in inventory/supply chain management, transportation, energy or health care management.

Applications should include a CV, a statement of research and teaching interests, one or more published or unpublished papers, and the names of at least three references. For more information about the application process, please refer to http://www.mansci.uwaterloo.ca/ or contact the departmental chair:

Dr. Elizabeth Jewkes
Department of Management Sciences
University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1
emjewkes@uwaterloo.ca

Applications will be accepted until the positions are filled.

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities

University of Waterloo
BUILDING A TALENT TRUST

Western Libraries

The University of Western Ontario | Western Libraries

Head, Research & Instructional Services
The D. B. Weldon Library

Western Libraries seeks an innovative, energetic and service-oriented librarian for the position of Head, Research and Instructional Services, The D. B. Weldon Library. It is anticipated that this position will be filled at the rank of Associate or Senior Librarian commensurate with experience. Reporting to the Assistant University Librarian (The D. B. Weldon Library), the Head, Research and Instructional Services, will provide leadership to librarians and library assistants in the Research and Instructional Services Department of the Weldon Library. Responsible for the overall management of the Department and its resources, the incumbent will:

- plan, develop, implement and assess a broad range of research and instructional services and information resources to meet both the existing and anticipated needs of The D. B. Weldon Library's diverse user population;
- coordinate staffing resources and service delivery provided by the Department,
- foster a collaborative, effective and professional working environment among the various teams that comprise both the Department and the Weldon Library; and
- advise and assist the Assistant University Librarian (The D. B. Weldon Library), in shaping future directions for the Department.

The Head, Research and Instructional Services, is a Member of the Librarians and Archivists Bargaining Unit represented by The University of Western Ontario Faculty Association. Terms and conditions of employment are governed by the Librarians and Archivists (UWOFA-LA) Collective Agreement. The term of office as Head, Research and Instructional Services, is three to five years (renewable). The position carries an annual administrative stipend. Upon completion of the term(s) of office, the incumbent will be assigned to a position at the discretion of the University Librarian appropriate to the incumbent's qualifications and experience.

Qualifications
The candidate must have a Master's degree (MLIS, MLS) from an ALA-accredited institution, along with an undergraduate degree or substantial academic background in either an Arts and Humanities or Social Science field. A Master's degree in one of these fields will be an asset. The successful candidate will have a minimum of five years post-MLIS experience, preferably in a large academic or research library setting, with three years of demonstrated success in leading and supervising a dynamic, user-centric service team.

The Head, Research and Instructional Services, must be highly motivated, self-directed, and service-oriented. Strong analytical and problem-solving skills, along with exceptional organizational skills – including the ability to set and balance priorities, manage competing deadlines, and take on various roles and responsibilities simultaneously – are essential components of this role. The highly interactive nature of this role makes outstanding communication and interpersonal skills a requirement for the successful candidate.

Environment
Serving the Faculties of Arts and Humanities, Information and Media Studies, and Social Science, The D. B. Weldon Library is one of seven service locations that comprise Western Libraries. Located at the heart of campus and with nearly 1.7 million visitors each year, the Weldon Library is a hub of social and intellectual activity. Working within this context, the Research and Instructional Services Department strives to meet the ever evolving needs of faculty, students and staff at Western by providing meaningful and relevant research resources and library services to its user community.

Western Libraries is a member of the Ontario Council of University Libraries (OCUL), the Canadian Association of Research Libraries (CARL) and the Association of Research Libraries (ARL). Recognized for the quality of its staff, the access and services provided, and its outstanding collections - which include over nine million items in print, microform, and various other formats, as well as online access to tens of thousands of digital resources — Western Libraries supports the University's mission of providing the best student experience among Canada's leading research-intensive universities.

Learn more about The D. B. Weldon Library: **www.lib.uwo.ca/weldon.**
Learn more about Western Libraries: **www.lib.uwo.ca.**
Learn more about The University of Western Ontario: **www.uwo.ca.**

Application Procedures
Applicants are required to submit a covering letter, a curriculum vitae, and the names and contact information for three references, in electronic format by **30 April 2007** to:

Office of the University Librarian
The University of Western Ontario
Email: libare@uwo.ca

Please quote reference #: HRIS-0704
Only applications received by email will be considered.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

et feast three referees to: Dr. Zita McRobbie, Chair, Department of Linguistics, Simon Fraser University, 8888 University Dr., Burnaby, BC, Canada, V5A 1S6; Phone: (604) 291-3554; Fax: (604) 291-5659; e-mail: mcrobbie@sfu.ca. Simon Fraser University is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nation peoples. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

M

■ **MANAGEMENT — University of Guelph.** The School of Hospitality and Tourism Management seeks qualified candidates to fill a tenure-track position at the associate professor level in operations management. The successful candidate will be expected to teach residential and online courses in operations management with an emphasis on hospitality at the undergraduate and graduate level, to conduct research in hospitality management, and actively contribute to the successful functioning of the School and the industry through service work. A completed PhD or equivalent (e.g., DBA) in a management discipline and solid business experience at the managerial level, preferably in Canada, is required for this position. The successful candidate will demonstrate evidence of past research accomplishments, teaching effectiveness and an ability to interact and work well with industry. Submit a letter of application, curriculum vitae, a brief teaching dossier, a statement of teaching philosophy and a list of references with mailing address, phone number and e-mail contact information to: Dr. Manan Joppe, School Director, Chair, Search Committee, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; Fax: (519) 823-5512; E-Mail: mjoppe@uoguelph.ca. All qualified candidates are encourage to apply; however, Canadian and permanent residents will be given priority. The application deadline is May 31, 2007 or until the position is filled. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. About the School: This is truly a School that industry helped to build. Our history goes back to 1969, when the School of Hotel and Food Administration was first opened and became fondly known by industry and students alike as "HAFA". The hallmark of this professional program has been its close link with Industry Today, the School offers BComm majors in both Hotel and Food Administration, and in Tourism Management, and participates in the MBA and MA (Leadership) programs at the graduate level. It is planning to start offering a research-intensive MSc as of 2008, and a doctoral program shortly thereafter. About the University: Located in southwestern Ontario about an hour's drive from Toronto, Guelph is a university with long traditions and ambitious goals. We aim to be Canada's leader in creating, transmitting and applying knowledge to improve the social, cultural and economic quality of life of people in this country and around the world. We pursue this vision by generating world-class research and scholarship, and we recruit outstanding faculty and staff to advance it. A 2005 report published in the National Post placed the University of Guelph as the top comprehensive research university in Canada for the third year in a row. Our reputation for excellence in teaching attracts students who are among the best in Canada. In the University Report Card online survey, which appeared in the Globe and Mail, students gave Guelph "straight A's" for overall quality of the educational experience and for student services. All of this makes for a dynamic and exciting academic and learning environment at the University of Guelph.

■ **MECHANICAL ENGINEERING — Laurentian University, Laurentian University.** Ad # 60. Laurentian University's new program in Mechanical Engineering with a Co-op option will welcome its first class of students in September 2007. Applications are invited for a tenure-track position in Mechanical Engineering with expertise in the Thermo-Fluids, HVAC areas, at the rank of Assistant or Associate starting July 1, 2007 or earlier. Candidates are expected to have design experience. Applicants must hold a PhD in Mechanical Engineering and the ability and willingness to teach both undergraduate and graduate courses. Eligibility for registration as a professional engineer in Ontario is a requirement for this appointment. The School of Engineering offers programs in Chemical, Mechanical and Mining engineering leading to the BEng, MASC, MEng and PhD degrees. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. Candidates are advised to read the Collective Agreement at www.lufaput.ca. Applicants should provide a covering letter clearly indicating the Ad number, their full curriculum vitae, a brief description of teaching and research interests and the names of three references to: Harley d'Entremont, Vice-President Academic, Laurentian University, Sudbury, Ontario, P3E 2C6, Email: asrl@laurentian.ca.

■ **MECHANICAL ENGINEERING — McGill University.** The Department of Mechanical Engineering at McGill University invites applications for appointment at the Full Professor or Senior Associate Professor level and to be considered for a Tier 1 Canada Research Chair (CRC). The Department is seeking an individual who has a strong track-record of an independently-funded research program in one of the following areas: computational mechanics, including expertise in nonlinear and multi-scale simulations, homogenization and optimization, and design and modelling of novel materials; nano-technology, biomedical engineering; robotics and automation; and MEMS/NEMS and mechatronics. The Department is one of the strongest in Canada and is highly regarded in North America. It consists of 30 full-time professors, 530 undergraduate students and 150 graduate students. Information about the Department, including its current research activities, can be found at http://www.mcgill.ca/mecheng/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment. Membership or eligibility for membership in a Canadian professional engineering association is a requirement. It is the intent to fill this position in 2007. Interested candidates should submit applications which include a statement of teaching and research interests, names and addresses of three referees and copies of recent publications to: Professor A. Misra, Chair, Department of Mechanical Engineering, 817 Sherbrooke Street West, Montreal, QC, Canada, H3A 2K6; or electronically to: jean.milliken@mcgill.ca.

■ **MUSIC — University of Lethbridge.** The University of Lethbridge, Faculty of Fine Arts, Department of Music invites applications for a nine-month term appointment at the rank of Assistant Professor in Voice, effective August 1, 2007, subject to Board approval. For more information and application procedures, please visit our website at http://www.uleth.ca/ffa.

N

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca/). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g. nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g. nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nano-scale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada, email: netacultyhiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **NORTH AMERICAN STUDIES — Wilfrid Laurier University.** The Faculty of Arts at Wilfrid Laurier University invites applications for a tenure-track position in a new, interdisciplinary program in North American Studies, at the Assistant Professor level, commencing July 1, 2007, subject to budgetary approval. The candidates will possess research and teaching strengths relevant to the study of North American cultures, and will be cross-appointed with a Faculty of Arts department most suited to their research specialization. The successful candidate will play a central role in the development of the new program, including student recruitment and encouraging a broader dialogue about North America (Canada, the United States and Mexico). The candidate will also be expected to teach undergraduate, interdisciplinary courses, specifically a course in "Narrative, Place and Identity in North America" along with "Introduction to North American Studies." The appointment could involve graduate teaching and supervision. The ability to communicate in one of North America's other official languages (French, Spanish) would be an asset. The deadline for applications is April 10, 2007. Please submit your CV along with a statement of North American teaching and research interests, teaching evaluations and the names and contact information for three referees to: Dr. Debora VanNijnatten, Program Coordinator, North American Studies, Faculty of Arts, Wilfrid Laurier University, Waterloo, ON, N2L 3C5. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **NURSING — University of Windsor.** The Faculty of Nursing at the University of Windsor invites applications for several tenure-track and limited-term faculty positions in the areas of Paediatrics, Maternal and Child Health, Mental Health, Management and Leadership, Family and Community Health, and Nurse Practitioner Associate, Assistant, or Lecturer, commencing July 1, 2007 or January 1, 2008. For detailed position descriptions visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Lois Smedick, Chair, Faculty of Nursing Appointments Committee, University of Windsor, 401 Sunset Ave., Windsor, ON, N9B 3P4; Phone: (519) 253-3000, Ext. 2259; Fax: (519) 973-7084; Email: eliza@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877.665.6608 (Toll free) within North America, call collect outside of North America at 519.561.1432 or Email: recruit@uwindsor.ca.

■ **NURSING — The University of British Columbia.** The University of British Columbia School of Nursing is currently inviting applications from nursing education specialists for 1–2 tenure-track faculty positions at the rank of Instructor I for involvement in teaching, course planning, course leading, clinical instruction, lecturing and laboratory teaching, and supervision of students in its undergraduate programs. UBC was Canada's first university to offer a nursing degree program, and has a proud tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research, and offer a range of innovative and exciting academic programs at the baccalaureate, master's and doctoral level. Our newest program is a master's level Family Nurse Practitioner program, designed to address population requirements for primary care. We have strong and active affiliations with health authority partners serving a diverse range of clinical practice contexts; our research collaborations involve a wide full spectrum of disciplines and sectors. UBC is one of Canada's top-ranked research-intensive universities, offering programs in a full range of health disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a Master's degree in Nursing (preferred), and be eligible for registration with the College of Registered Nurses of British Columbia. They will have at least five (5) years of experience in nursing education, including classroom teaching, group learning facilitation, laboratory instruction, and course administration, as well as direct clinical supervision. They will demonstrate excellence in teaching at various levels of the curriculum, as well as in curriculum planning, development and implementation. Salary will be commensurate with level of educational preparation and experience. Please mail, e-mail or fax your letter of application, accompanied by curriculum vitae, a teaching dossier (or similar record of teaching/program planning experience) and contact information for three references to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, T201-2211 Wesbrook Mall, Vancouver, BC, Canada, V6T 2B5, Fax: 604 822-7423; Email: DirectorsOffice@nursing.ubc.ca. The final date for application for these positions will be April 30, 2007. Expected start date for these positions will be July 1, 2007. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budgetary approval.

P

■ **PHARMACY — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long-Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70 percent of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and

UNIVERSITY OF TORONTO

ASSISTANT VICE-PRESIDENT, STUDENT LIFE

University of Toronto

The University of Toronto is the largest and most prestigious research-intensive university in Canada, located in one of the world's great cities. It is a leader among the world's best public teaching and research universities in its discovery, preservation and sharing of knowledge through its commitment to excellence and equity. The University currently has more than 11,000 faculty and staff, some 70,000 undergraduate and graduate students enrolled across three campuses, an annual budget of $1.5 billion, including approximately $290 million in externally funded research on campus and equivalent research in the affiliated teaching hospitals, an endowment of $1.5 billion and the fourth ranked research library in North America.

This newly created position will advance the overall vision for student life and for enhancing the student experience at the University of Toronto. Reporting to the Vice-President and Provost or designate, the Assistant Vice-President Student Life will work with senior colleagues in the Student Life portfolio to ensure that there is collaboration, communication and mutual support among all areas related to student life and registrarial functions. S/he will provide overall direction to critical student life functions, currently under restructuring.

The ideal candidate will bring a track record of significant executive experience leading student affairs in a major research university. S/he will present either a doctoral degree in a relevant field or the equivalent in education and experience. A thorough knowledge of theory and practice in student development and student learning as well as an awareness of and experience with current standards and best practices in student affairs is required. In previous positions and/or in other areas of engagement, the candidate must have demonstrated a commitment to working with diverse groups.

The University of Toronto is strongly committed to diversity within its community and welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

Should you want to learn more about this unique leadership opportunity, please call Alex Verdecchia, Kelly Baron or Libby Dybikowski at (604) 913-7768 or forward your CV, a letter of application and the names of three referees, in confidence, to Provence Consulting Inc at search@provenceconsulting.com.

PROVENCE FINDS

We will communicate with all who express interest.

Sessional Faculty Openings

The University College of the Fraser Valley, with 10,000 students annually pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation.

UCFV has Sessional Faculty openings in the Fall 2007 Semester in the following disciplines:

- Social Work and Human Services
- Library and Information Technology
- Modern Languages
- Nursing
- Mathematics & Statistics
- Continuing Studies
- Chemistry
- Biology
- Psychology
- Physics
- Teacher Education Program
- Geography
- History

UCFV is a growing, exciting, and welcoming workplace. Come join 10,000 students and 1,000 employees in our innovative and comprehensive learning environment.

For full details on these positions visit **www.ucfv.ca/careers**

UCFV

Les Carrières > TravailAcademique.ca

CAREERS CARRIÈRES

patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/ or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of postdoctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed scholarly activity , 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans- and multidisciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioner/Educators. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship, and proficient teaching in fields including clinical pharmacotherapeutics, pharmacoinformatics, primary care, international health, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including UW's new Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a Pharm.D., M.D., or Ph.D degree. Candidates must furnish evidence of postdoctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans-and/or multi-disciplinary scholarship will be an essential attribute. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1- 2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceutics, pharmaceutical nanotechnology, medicinal chemistry/pharmacology, pharmaceutical immunology, and bioinformatics. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including UW's new Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1- 2 pages) of the proposed research program, and 5) a concise statement regarding experiences in trans-disciplinary research. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHILOSOPHIE — Université d'Ottawa.** Le département de philosophie de l'Université d'Ottawa sollicite des candidatures pour deux postes de professeur(e) remplaçant(e) au rang d'adjoint dont le contrat de 12 mois débutera le 1er juillet 2007. Domaines: a) Premier poste: philosophie française (cours en français); b) Deuxième poste: philosophie analytique (cours en anglais). Exigences: Doctorat en philosophie, expérience de l'enseignement au niveau universitaire et publications. Responsabilités: Enseignement au 1er cycle. Salaire: Selon la convention collective. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler. Veuillez faire parvenir avant le 15 avril 2007, une lettre de candidature décrivant vos intérêts de recherche et d'enseignement, un curriculum vitae, un exemplaire de vos principales publications et trois lettres de recommandation confidentielles envoyées sous pli séparé à: Prof. Catharine Colliobert, directrice, Département de philosophie, Université d'Ottawa, 70 av. Laurier, Ottawa, Ontario, K1N 6N5. Courriel: ccolliobe@uottawa.ca

uOttawa

L'Université canadienne
Canada's university

Postes réguliers de professeure ou professeur

La **Faculté d'éducation de l'Université d'Ottawa** est à la recherche des candidates et des candidats intéressé(e)s à l'enseignement dans les domaines suivants :

Cinq postes francophones

Deux postes en didactique de français

Un poste en didactique des sciences

Un poste en didactique des sciences humaines et sociales, incluant géographie et histoire

Un poste d'analyste des systèmes scolaires, gestion, performance et pédagogie (priorité au milieu francophone minoritaire)

Critères de sélection

- Ph.D. en éducation ou dans un domaine connexe
- Spécialisation et dossier actif de recherche dans le domaine
- Expérience en enseignement à l'élémentaire ou au secondaire, un atout
- Connaissance passive de l'anglais comme condition de permanence
- Connaissance des nouvelles technologies de l'information

Fonctions

Les candidates ou les candidats devront enseigner aux programmes de premier, de deuxième et de troisième cycle, faire de la recherche dans leur domaine d'expertise, superviser des thèses de M.A. et de Ph.D. et des stages au niveau du B.Éd. et participer aux activités universitaires.

Conditions et salaire à l'embauche

Selon la convention collective, les postes menant à la permanence sont sujets à une approbation budgétaire.

En principe, la date d'entrée en fonction est le 1er juillet 2007.

L'étude des dossiers se poursuivra jusqu'à ce que les postes soient pourvus.

Pour plus de renseignements au sujet de la Faculté d'éducation, visitez notre site Web à l'adresse suivant :
http://www.education.uottawa.ca/affichage/index.html

Veuillez faire parvenir une lettre de demande d'emploi, votre curriculum vitæ ainsi que le nom de trois répondant(e)s à l'adresse suivante

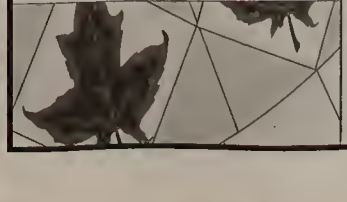
Timothy J. Stanley, Vice-doyen aux programmes d'études
Faculté d'éducation, Université d'Ottawa
145, rue Jean-Jacques-Lussier
C.P. 450, succursale A
Ottawa (Ontario) K1N 6N5
Courriel : vdprog@uottawa.ca

www.uOttawa.ca

Conformément aux exigences d'Immigration Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit en outre à l'équité d'emploi et encourage donc fortement les femmes, les autochtones, les membres des minorité visibles et les personnes handicapées à poser leur candidature.

Comptant 10 facultés et accueillant 33 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

With 10 faculties and 33,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.



Full-time Faculty Positions

The **Faculty of Education of the University of Ottawa** is seeking candidates who are interested in teaching in the following areas:

Seven Anglophone Positions

Two positions in Science Education

Two positions in Second Language (ESL)

One position in Language and Literacies Education

One position in Teaching and Learning

One position in Art Education

Qualifications

- PhD in Education or a related field
- Specialization and active record of research in the field
- Experience in teaching at the elementary and secondary levels, an asset
- Passive knowledge of French as a condition of tenure
- Knowledge of new information technology

Duties

The candidate will be expected to teach at the undergraduate and graduate levels, maintain research in their area of expertise, supervise MA and PhD theses and practica at the B.Ed. level, as well as participate in University activities.

Hiring conditions and salary

As per the current collective agreement; tenure-track positions are subject to budget approval.

Projected starting date is July 1, 2007.

The examination of applications will continue until the positions have been filled.

For more information about the Faculty of Education, visit our Web site at the following address:
http://www.education.uottawa.ca/postings/index.html

Please forward your letter of introduction, your résumé and the names of three references to the following address:

Timothy J. Stanley, Vice-Dean, Academic Programs
Faculty of Education, University of Ottawa
145 Jean-Jacques-Lussier Street
P.O. Box 450, Station A
Ottawa, Ontario K1N 6N5
Email: vdprog@uottawa.ca

www.uOttawa.ca

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment-equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

CAREERS CARRIÈRES

Assistant Professor
Petroleum Geology

MEMORIAL UNIVERSITY

The Department of Earth Sciences, Memorial University of Newfoundland invites applications for a tenure track faculty position at the assistant professor level in the broad field of petroleum geology (Ref.: VPA# EASC-2007-001). We seek an individual who will develop an active research program and contribute to the graduate and undergraduate teaching program in his or her area of specialization. Applicants should hold a Ph.D. in siliciclastic sedimentology, stratigraphy, or a closely related field, and have a demonstrated record of research and publication in the field of petroleum geology. The applicant must also be able to deliver senior undergraduate courses focused on sedimentary basins, hydrocarbon exploration, and reservoir characterization. A proven record of effective research and direct involvement with the petroleum industry would be a significant asset. The applicants' specific interests may include, but are not limited to, siliciclastic sedimentology, stratigraphy, or closely related fields.

Memorial University has one of the largest and most diverse Earth Science departments in Canada. With 34 faculty members including 3 Canada Research Chairs, over 15 staff members, and leading-edge teaching and research facilities, the department is able to offer high quality undergraduate and graduate degree programs. The successful candidate will have access to modern analytical facilities listed at (www.mun.ca/earthsciences/facilities/). In addition, Memorial University's CREAIT (www.mun.ca) network is accessible to all faculty and offers additional analytical and experimental facilities, many overseen by faculty in the Department of Earth Sciences. Other research and teaching resources available at Memorial University include the Ocean Sciences Centre, the Bonne Bay Marine Station in Gros Morne National Park, the Labrador Institute, and the Harlow Campus outside London, England.

Applicants must possess a Ph.D. and should preferably have post-doctoral experience. The successful candidate is expected to maintain a vigorous research program, sustain a strong record of peer-reviewed publication and external funding, advise and mentor undergraduate and graduate students, and contribute energetically to the teaching mission of the department. In addition to its own M.Sc. and Ph.D. programs in environmental earth science, the Earth Sciences Department participates in Memorial's interdisciplinary graduate program in environmental science (www.mun.ca/science/envs/).

Applications must be received by April 16th, 2007. Candidates should submit a letter of application with the names and addresses (including email) of three referees, current curriculum vitae, and a statement of planned research program and teaching interests to: Dr. John M. Hanchar, Head, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NL, Canada A1B 3X5, or, preferably, Email applications in PDF format to: hrad@esd.mun.ca. Additional information is available at www.mun.ca/earthsciences/about/ or by contacting Dr. John M. Hanchar, Head of Earth Sciences at head@esd.mun.ca or by telephone at 709-737-2334.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational life of Newfoundland and Labrador. Offering a diverse set of undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's (http://www.stjohns.ca/index.jsp), a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities and candidates eligible for NSERC University Faculty Awards are encouraged to apply.

Exciting new career opportunity

Director, School of Leadership Studies, Faculty of Social and Applied Sciences

The School of Leadership Studies offers one of Canada's most successful leadership programs at the master's level. The role of the new Director will be to bring fresh perspectives to the School, revitalize the degree program, expand offerings at the undergraduate level, and elevate national and global recognition of the School for its quality.

The full-time faculty position is for a senior scholar/practitioner. As the successful applicant you will have a national and international reputation in the field as well as a demonstrated ability to lead a dynamic academic unit focused on interdisciplinary competency based programming. You must have a PhD (or professional equivalent) in Leadership or a related field (e.g., organizational development, administration, psychology), possess a broad theoretical understanding of the field, and an ability to teach and supervise students at the doctorate level.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority consideration.

For more information on this and other exciting career opportunities and full application instructions please visit our website at www.royalroads.ca

The Royal Roads Experience

Located on one of Canada's most beautiful campuses just outside Victoria, B.C., we're proud to be a national leader in designing and delivering innovative education for the global workplace. We welcome you to experience the RRU difference and to join our dynamic organization.

ROYAL ROADS UNIVERSITY

Victoria | British Columbia | Canada

■ **PHILOSOPHY — University of Ottawa.** The Department of Philosophy of the University of Ottawa invites applications for two one-year replacement positions at the Assistant Professor level, effective 1 July 2007. Areas of Specialization: 1) AOS: French Philosophy (courses in French); AOC: Open; 2) AOS: Analytical Philosophy (courses in English); AOC: Open. Qualifications: PhD in philosophy, publications, and teaching experience at the university level. Responsibilities: Teaching at the undergraduate level. Salary is commensurate with the Collective Agreement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy: women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. Please send a letter of application, curriculum vitae, copies of principal publications, and three confidential letters of recommendation sent directly to: Dr. Catherine Collobert, Chairperson, Department of Philosophy, University of Ottawa, 70 Laurier Ave, Ottawa, Ontario, K1N 6N5. Closing date: 15 April 2007. Inquiries to: ccollobe@uottawa.ca.

■ **PHYSICS — McGill University.** The Gruttner research group focuses on application of scanning probe microscopy (AFM, STM) and other techniques (microfabrication, fluorescence and patch clamp techniques) to biological problems (see www.physics.mcgill.ca/~peter/ and www.physics.mcgill.ca/spm/). In particular, we are using a variety of unique SPMs techniques to perform measurements to understand the origin of changes of viscoelastic properties of living cells. We are looking for a creative research associate interested in working in this interdisciplinary environment. We expect hands-on experience in the development of microfabrication processes, patterning by soft lithography, systems integration and a hands-on background in micromachining of AFM cantilevers. Positions are initially for one year, with extension possibilities upon mutual agreement. Salaries will be commensurate with experience. Please send your electronic application (CV, publication list and the contact information of three references) to gruttner@physics.mcgill.ca. In accordance with Canadian Immigration requirement, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

■ **PHYSICS — Tongji University.** School of Ocean and Earth Science, Tongji University, Shanghai invites applications from seismologists with research expertise in one or more of the following: source mechanism, wave propagation and earth structure. Successful applicants will be rewarded with exceptional research opportunities and immediate access to a wealth of privileged seismic recordings. Requirements: strong background in mathematics and physics; proficiency in English. Hiring incentives: housing subsidy; generous salaries; and travel grants. Submit CV and three recommendation letters to chenyt@physics.utoronto.ca or hc550@columbia.edu.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the: Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page: http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics and Astronomy, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in nanophysics. For exceptional senior candidates, an appointment at a higher level may be possible. More than one position may be available depending on our funding situation. We are seeking applications from both theorists and experimentalists. Further information about the Department can be found on our web page: http://www.physics.uwaterloo.ca. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by April 15, 2007 and addressed to Prof. Robert Mann, Chair, Nanophysics Search, Department of Physics and Astronomy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel. (519) 888-4567, Ext. 36831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHYSIOLOGY — University of Saskatchewan.** We invite applications for a five-year part-time (75 percent) term position at the level of Assistant Professor. Candidates must have a PhD or MD and post-doctoral experience. He or she must have demonstrated excellence in research in Regulatory and Integrative Physiology with particular emphasis on neural systems and plasticity or cardiovascular regulation. This is primarily a teaching position for the interdepartmental course "Form and Function of the Human Body" for first year medical and dental students, for an introductory course to the allied health sciences and for a laboratory course, a joint course with Biology as part of the core curriculum in the basic health sciences and specialized courses in the BSc Physiology program. The successful applicant will have an opportunity to apply for research grants and if successful will have laboratory space. Opportunities exist to join the Neural Systems and Plasticity Research Group, the Cardiovascular Research Group or any other group of choice. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please send curriculum vitae and the names of three references by April 15th, 2007 to: Dr. Wolfgang Walz, Head of Physiology, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon, SK, S7N 5E5, Canada; Email: wolfgang.walz@usask.ca; Fax: (306) 966-6532.

R

■ **RUSSIAN LANGUAGE & LITERATURE — University of Saskatchewan.** The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a ten-month limited term position at the level of Assistant Professor (July 2007 through April 2008), to teach Russian literature and senior language courses. This recruitment is to replace a professor on sabbatical leave. Duties involve teaching six courses, assisting in coordinating the St Petersburg Intensive Russian Program, and overseeing our Slavic program in Russian and Ukrainian. Candidates should either hold or be nearing completion towards a PhD in Russian and possess near or near-native fluency in Russian and English. The area of specialization is open. The committee is looking for candidates with successful teaching experience in Russian language, literature, and culture. The University of Saskatchewan is located in Saskatoon, Saskatchewan, a city with a diverse and thriving economic base and a full range of leisure opportunities. The city boasts a vibrant arts scene including several professional theatres (both PACT and independent), a symphony orchestra, and several art galleries. The University offers a full range of undergraduate, graduate, and professional programs to a student population of about 20,000. The University is also one of Canada's leading research universities. The College of Arts & Science offers a dynamic combination of programs in the humanities and fine arts, the social sciences, and the sciences. There are over 8,000 undergraduate and graduate students in the College and 325 faculty members, including 14 Canada Research Chairs. The College emphasizes student and faculty research, interdisciplinary programs, community outreach and international opportunities. Applicants should send a dossier, including a curriculum vitae, transcripts, teaching evaluations, sample publications, and/or conference papers, and should also arrange to have three reference letters sent to Professor P. M. Bidwell, Acting Head, Department of Languages and Linguistics, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5. The review of applications will begin on 01 April 2007. The search will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. In accordance with the University's Employment Equity Policy, the department welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications.

T

■ **THEATRE/FILM STUDIES — Dalhousie University.** The Department of Theatre at Dalhousie University invites applications for a ten-month limited-term appointment in Theatre (Theatre/Film Studies), at the rank of Assistant Professor, commencing August 1, 2007. The responsibilities will include teaching the equivalent of three classes in Theatre Studies and Film Studies. The following is a list of possible courses to be taught: Introduction to Film, Film Study, Film Genres, Classical Theatre and Early Modern Theatre. The qualifications required for this position are: 1) PhD with a specialization that will enable the successful candidate to teach both film and theatre classes; 2) teaching experience at the post secondary level. Evidence of teaching ability is considered an asset. Applications, which should include a complete curriculum vitae, a statement of artistic and teaching interests and philosophies, and three confidential letters of reference forwarded under separate cover by the referees, should be sent in hard copy to the Chair, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by May 4, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from women, Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

V

■ **VISUAL ARTS (SCULPTURE) — University of Ottawa.** The Department of Visual Arts of the University of Ottawa announces the opening of a full-time, tenure-track position in Sculpture at the rank of Assistant Professor. The candidate must be actively engaged in a sculptural practice. The applicant must also have solid technical knowledge of sculptural materials and processes. The ability to teach installation and hybrid three-dimensional forms is an asset. The Department offers a Bachelor of Fine Arts (BFA) and a Major in Visual Arts (BA) that are committed to both studio practice and art theory, as well as programs in History and Theory of Art. A Master's of Fine Arts (MFA) is slated to begin in September 2007. Teaching ability is required at all levels of the undergraduate and upcoming graduate programs. Qualifications: MFA or equivalent; Extensive commitment to studio practice and an active and recognized exhibition record; Strong knowledge of contemporary art issues and theory; Ability to engage in curriculum development and administrative tasks; Ability to teach immediately in both English and French; At least three years' teaching experience at the post-secondary level. The salary is determined according to the collective agreement of the University of Ottawa. Starting date: July 1, 2007 Deadline for applications: April 23, 2007 or until appointment of a suitable candidate. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Equity is a University policy; aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. To apply, please submit a detailed curriculum vitae, visual documentation of art production (e.g. 20 slides, a CD-ROM, up to 15 minutes of video clips or other relevant materials) and published works; selected reviews or articles relating to your work, a teaching dossier with course outlines and student evaluations, and arrange for three confidential letters of reference to be sent directly to the Chair of the Department: Penny Cousineau-Levine, Chair, Department of Visual Arts, University of Ottawa, 100 Laurier Avenue East, Ottawa, Ontario, K1N 6N5. For more information, please contact us by e-mail (finearts@uottawa.ca), by Internet (www.visualarts.uottawa.ca) or by phone at (613) 562-5868.

W

■ **WOMEN'S STUDIES — University of Waterloo.** The Women's Studies Program, Faculty of Arts, at the University of Waterloo invites applications for an open-rank appointment jointly in Women's Studies and a department in the faculties of Applied Health Sciences, Arts, Engineering, or Environmental Studies. Applicants with expertise in Women's Studies and any other discipline are welcome; those with a Women's Studies and an Anthropology, English, History, Philosophy, or Recreation and Leisure Studies background are especially welcome to apply. The start date for this position will be 1 September 2007 or a mutually acceptable time. The successful candidate will be a strong feminist scholar with a core interest in women and technology, health, and/or science and a PhD in Women's Studies or a cognate field. A clear emphasis on a program of research on women and technology, health, and/or science, and experience in teaching feminist and interdisciplinary approaches to Women's Studies at the undergraduate level, are required. More specifically, candidates should be proficient in research and teaching in one or more of the following dimensions of women and health or women and technology: women and health communication, women and technical design, women and health policy, women and social knowledge, women and sexuality. Candidates will also demonstrate the ability to teach some of the required courses in Women's Studies. Finally, candidates should be prepared to serve in the near future as Director of Women's Studies, and to help spearhead the development of the University of Waterloo's unique-in-Canada Women's Studies program dedicated to the study of women and technology, health, and science. Interested persons are invited to view the program's website at: www.womensstudies.uwaterloo.ca. The Faculty of Arts at the University of Waterloo is well-known for excellence in undergraduate and graduate instruction, is committed to innovation, and supports knowledge mobilization in the social sciences and humanities. Arts is in a period of significant faculty growth and expansion in graduate activity. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Highly rated by the national rankings of Maclean's, the University is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. The University aims to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The successful applicant will be expected to have a continuing research program and to seek external research funding. New faculty are eligible for internal funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their published research, and a current CV, and arrange for three confidential letters of reference to be forwarded to: Dr. Fraser Easton, Chair of the Women's Studies Advisory Board, Women's Studies Program, University of Waterloo, 200 University Ave W., Waterloo, On, N2L 3G1, Canada. The review of applications will begin 1 March 2007 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2007 to June 2008. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x 1238 Trent University; Email: kchittick@trentu.ca or swbrown@trentu.ca.

■ **SOUTH OF FRANCE** — A "Mazet" for Sabbatical: Fully equipped charming cottage for 2 people, located on Mison Pradier grounds, pine and olive grove, terrace with panoramic view of the valley and the foothills. Internet access: WIFHDSL. No smoking, calm location; close to major cultural spots of Provence and Languedoc. Advice and information for a successful sabbatical in the area. Available for year round rental: 750 euros per month. Email: francoise.talon@free.fr; Website: http://www.maison-pradier.com.

CAREERS CARRIÈRES

uOttawa

L'Université canadienne
Canada's university

Son emplacement stratégique au coeur de la capitale du pays, la grande variété de ses programmes d'enseignement et de recherche, offerts dans les deux langues officielles du Canada, sa diversité croissante ainsi que sa perspective nationale font de l'Université d'Ottawa « l'Université canadienne » par excellence.

With 10 faculties and 33,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

FACULTÉ DES ARTS
Professeur(e)s remplaçant(e)s à durée limitée

La Faculté des arts de l'Université d'Ottawa annonce l'ouverture de 7 postes de professeurs remplaçants à durée limitée, débutant le 1er août 2007, dans les domaines indiqués ci-dessous. Le contrat initial est de deux ans, renouvelable pour trois ans.

La charge de travail impliquera normalement 7 cours ou 21 crédits d'enseignement, des activités de service liées à l'enseignement, et une attente de formation continue en tant que professionnel de l'éducation, par des activités savantes. Les candidat(e)s pourront avoir des responsabilités en toute indépendance, pour enseigner et concevoir des cours et des laboratoires, en tout ou en partie. L'échelle salariale est celle de professeur adjoint. Les candidats ou candidates doivent avoir obtenu un Ph.D. dans la discipline appropriée. Des preuves d'excellence en enseignement sont demandées.

Communication (2 postes) : Le Département de communication (www.uottawa.ca/academic/arts/communication/fra/) est en pleine expansion et offre des programmes de 1er et de 2e cycle dans les domaines des médias et de la communication organisationnelle. Directeur : M. Denis Bachand, Département de communication, Université d'Ottawa, 554, av. King Edward, C.P. 450, Succ. A, Ottawa (Ontario) K1N 6N5.

Langues et littératures modernes (1 poste) : Le Département de langues et littératures modernes (www.uottawa.ca/academic/arts/lang-mod/fra/) sollicite des candidatures dans le domaine de la pédagogie des langues appliquée à l'enseignement de l'espagnol. La personne choisie enseignera des cours de langue espagnole à tous les niveaux et coordonnera le programme de langue espagnole. Directeur : M. José Ruano de la Haza, Département de langues et littératures modernes, Université d'Ottawa, 70, avenue Laurier Est, Ottawa (Ontario) K1N 6N5.

Musique (1 poste) : Le Département de musique (www.musique.uottawa.ca/) sollicite des candidatures pour un poste dans le secteur des cuivres. La personne devra démontrer des habiletés de leadership dans l'administration et la coordination du secteur des cuivres et la coordination des classes instrumentales d'éducation. Directeur intérimaire : M. David Staines, Département de musique, Université d'Ottawa, 50 Université privé, Ottawa (Ontario) K1N 6N5.

Philosophie (2 postes) : Le Département de philosophie (www.uottawa.ca/academic/arts/philo/fra/) sollicite des candidatures pour deux postes. Les candidats choisis devront enseigner principalement des cours de première année et éventuellement de deuxième et troisième années. Directrice : Mme Catherine Collobert, Département de philosophie, 70, avenue Laurier Est, Ottawa (Ontario) K1N 6N5.

Traduction et interprétation (1 poste) : L'École de traduction et d'interprétation (www.uottawa.ca/academic/arts/traint/fra/) invite des candidatures dans les domaines suivants : français dans l'optique de la traduction, grammaire, stylistique française et stylistique comparée; traduction technique et(ou) spécialisée de l'anglais vers le français. Directrice intérimaire : Mme Luise von Flotow, École de traduction et d'interprétation, Université d'Ottawa, 70 avenue Laurier Est, Ottawa (Ontario) K1N 6N5.

La date de clôture pour tous les postes est le **15 avril 2007**.

Pour de plus amples renseignements sur ces postes, les qualifications cherchées, le bilinguisme et les domaines de spécialisation veuillez consulter notre site Web au www.carrieresuniversitaires.uottawa.ca.

Prière de soumettre votre candidature accompagnée d'un curriculum vitæ, de publications récentes, d'évaluations de l'enseignement et trois lettres de recommandation confidentielles envoyées sous pli séparé aux directeurs des départements respectifs.

www.carrieresuniversitaires.uOttawa.ca

Toutes les personnes qualifiées sont invitées à faire acte de candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

FACULTY OF ARTS
Limited-term Replacement Professors

The Faculty of Arts at the University of Ottawa invites applications to fill 7 Limited-Term Replacement Professors positions starting August 1st, 2007 in the areas listed below. The initial appointment is for a period of two years, renewable once for three years.

The workload of these positions will normally involve teaching, academic service activities, and the expectation of continuing development as an educational professional through scholarly activities. Candidates may have independent responsibilities for designing and teaching courses and laboratories or significant components of courses and laboratories. The salary scale is the same as the salary scale of Assistant Professors. Applicants should hold a doctorate in an appropriate field. Evidence of teaching excellence is required.

Communication (2 positions): The Department of Communication(www.communication.uottawa.ca/eng/index.html) is expanding, and offers undergraduate and graduate programs in both media studies and organizational communication. Chair: Dr. Denis Bachand, Department of Communication, University of Ottawa, 554 King Edward, P.O. Box 450, Station A, Ottawa, ON K1N 6N5.

Modern Languages and Literatures (1 position): The Department of Modern Languages and Literatures (www.uottawa.ca/academic/arts/lang-mod/eng/) is soliciting candidates in language pedagogy applied to the teaching of Spanish. The successful candidate will be expected to teach all levels of Spanish language and to coordinate the Spanish language program. Chair: Dr. José Ruano de la Haza, Department of Modern Languages and Literatures, University of Ottawa, 70, Laurier Avenue East, Ottawa, ON K1N 6N5.

Music (1 position): The Department of Music (www.music.uottawa.ca/index.html) is soliciting applications for a professor of Brass. The successful candidate must be prepared to demonstrate leadership in the administration and coordination of the Brass sector. Acting Chair: Dr. David Staines, Department of Music, University of Ottawa, 50 University Private, Ottawa, ON K1N 6N5.

Philosophy (2 positions): The Department of Philosophy (www.philosophy.uottawa.ca/index.html) invites applications for two positions. The candidates will mainly teach first year courses and possibly upper level courses as well. Chair: Dr. Catherine Collobert, Department of Philosophy, 70 Laurier Avenue East, Ottawa, ON K1N 6N5.

Translation and Interpretation (1 position): The School of Translation and Interpretation (www.translation.uottawa.ca/index.html) invites applications in the following fields: French for translators: grammar, stylistics, comparative stylistics; technical and/or specialized translation from English to French. Acting Chair: Dr. Luise von Flotow, School of Translation and Interpretation, University of Ottawa, 70 Laurier Avenue East, Ottawa, ON K1N 6N5.

The closing date for all applications is: **April 15, 2007**.

For further information about these positions, required qualifications, bilingualism and areas of specialization, please refer to our website at www.academiccareers.uottawa.ca.

Please send a letter of application, a curriculum vitae, copies of principal publications and teaching evaluations, and arrange for three confidential letters of recommendation to be sent directly to the chair of the department concerned.

www.academiccareers.uOttawa.ca

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment-equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

BOOKSHELF
COIN DES LIVRES

University Presidents Reflect on Higher Ed.

Our Underachieving Colleges: A Candid Look at How Much Students Learn and Why They Should Be Learning More

Derek Bok. Princeton, New Jersey: Princeton University Press, 2005; 424 pp; ISBN: 978-0-691-12596-1, hardcover $29.95 us.

A Larger Sense of Purpose: Higher Education and Society

Harold T. Shapiro. Princeton, New Jersey: Princeton University Press, 2005; 202 pp; ISBN: 978-0-691-12363-9, hardcover $24.95 us.

By RICHARD VAN LOON

THE United States has developed a major industry which is scarcely present in Canada: the production of books written by current or, more often, past university presidents based on their experience in office. Recent examples have emanated from Duke, Yale, Michigan, Wesleyan and Emory and include, as well, the two books reviewed here. Sometimes, as in Derek Bok's *Our Underachieving Colleges*, this is a highly useful enterprise. In other instances, such as Harold Shapiro's *A Larger Sense of Purpose*, it is too much of a sometimes good thing.

Bok, who was president of Harvard University from 1971 to 1991 and who then stepped in again as interim president this past year after the demise of Lawrence Summers, has produced a well-researched and clearly-written analysis of the problems of and some potential solutions for undergraduate instruction in American universities and colleges.

Shapiro, who was president of the University of Michigan from 1979 to 1988 and of Princeton University from 1988 to 2001, has cobbled together a series of speeches (the 2003 Clark Kerr Lectures) with a scant integrating theme. Since Shapiro is a wise person, there are some useful insights and thoughtful passages in his work, but parts of it are irrelevant to his stated topic "higher education and society," and overall, in contrast to Bok's work, his is not one of either utility or scholarship.

THAT SAID, THERE are many common themes in the two books. Neither is much concerned with access to higher education. While there are many current books and articles on this theme in the U.S., both are more concerned with what happens to students once they arrive at university than with who gets there. Both share a deep commitment to "liberal education," to its importance in supporting civil society and to its role in underpinning what both still refer to (perhaps surprisingly to Canadians) as American liberal democracy. Both believe the foundations of liberal education include the inculcation of civic virtue, the sharpening of critical thinking, numeracy and the need for attention to moral reasoning, but only Bok says much about how to achieve these ends.

Both recognize and criticize faculty self-interest, but only Bok recognizes and criticizes presidential and administrative self-interest and only Bok extends this analysis to take a clear look at incentives for universities to engage in effective curriculum reform or improved pedagogy.

Both have useful and complimentary brief histories of the evolution of American universities, with Shapiro reminding us they were trivial players in American life and economic advancement until well into the 20th century, and Bok reminding us there never was a golden era of liberal education and that the commitment of undergraduate students to the scholarly life has always been tenuous at best. Both note that professional schools have always been with us and often predominant and neither decries that fact. Both remind us that our students learn as much, or more, about moral behaviour by watching how we, faculty and administration, behave towards them and each other as from anything we may say. And both accept that, for undergraduates at least, universities should take responsibility for much of what some would view as the parental role of civil socialization, including teaching tolerance and civility.

Shapiro's concerns are both broader and narrower than those of Bok. Shapiro is ostensibly concerned with all aspects of the research university in society, but he is not particularly concerned with the vast numbers of colleges which do not quite fit that category. He does, however, nicely pose the question of institutional values and ambitions in a way applicable to all colleges and universities as depending on "our understanding what we, as a university would not allow ourselves to do even if offered additional resources; what we would do with or without additional resources and what we would do only if additional resources are made available." (p. xvi) And he does note, with at least some humility, "no university is as distinguished as it says (or believes) it is, or as distinguished as it should be." (p. 39)

Consistent with his concern about the relationship of the research university and society he expresses well the kind of conflict that can be created for the university and its faculty by relationships with the biomedical sector: "... it creates a virtual flood of conflicts of interest within academic institutions, where it becomes less and less clear whose interests are being served by the collaboration. Certainly the new alliance undermines traditional notions of faculty and university independence, the full participation of faculty in the intellectual commons, and the role of university faculty as disinterested creators and collaborators of knowledge. It may ultimately undermine the reputation of universities for independence and openness and eventually undermine public trust in the entire university enterprise." (p. 21) Indeed, he notes, the monetary value of research may lead to less and less inclination to share, thus threatening the underpinnings of the growth of scientific knowledge.

These concerns are not less applicable to other areas of "commercially applicable" research and they are no less a concern in Canada than in the U.S. In fact, the fixation of Canadian governments with the potential commercialization of research and with patents and commercial licenses as evidence of university performance make the danger here at least as great as south of the border.

But in spite of tantalizing insights such as these, Shapiro fails to bring his scattered pieces together to fulfil his promise. For example, his last chapter is 41 pages long. It is aptly named "Some Ethical Dimensions of Scientific Progress," for the dimensions are discursive and based too much on his five years as chair of the National Bioethics Advisory Commission. More important, they are unrelated to the stated theme of his book since very little is said about the role of universities in addressing these crucial issues.

IN SHARP CONTRAST to Shapiro's occasionally wise, sometimes pretentious and rather disconnected work intended to apply primarily to research universities, Bok has written a well-researched and clearly-expounded "how to" manual with the aim of improving the undergraduate curriculum and pedagogy, applicable to all colleges and universities. He partly succeeds, certainly enough to make the book a valuable contribution to the considerable literature on the subject. He makes many valuable proposals, but in the end he derives what would be viewed by many as an overloaded and over prescriptive curriculum. He recommends changes to both teaching assignments and methods which, however laudable in theory, are likely to be achieved only in certain types of institutions — not including Harvard and other major research universities — and only over long periods of time.

He begins by noting that, measured by what might be called "consumer satisfaction" (a term that, as an experienced university president, he wisely avoids), American universities are hugely successful. In most surveys, about 80 per cent of students and graduates are highly, or mostly, satisfied with their experience and so is the public. Results in Canada are remarkably similar.

But when the question becomes "what did you learn?", the results are far less encouraging. Improvements in skills such as written or oral communication are small and there is actual regression for many science and engineering students. Similar results are seen for numeracy: modest improvements for some, but actual regression for many students in the humanities and social sciences. While things like moral reasoning or critical thinking are harder to measure, they progress modestly at best over the undergraduate career. And as for facts or concepts, unless they are constantly and actively used, students will have forgotten half of those covered by the time they leave the lecture hall and virtually all of them by the time they leave university.

As for pedagogy, while faculty spend on average more than 50 per cent of their time on instruction, the methodologies of teaching, familiar to us all, have scarcely changed in a century. While teaching is hard to evaluate directly and objectively, rather like poetry or architecture, its results can be evaluated and they show that the more directly active and interactive is the style of the instructor, the better the students learn. But we persist in the lecture/multiple-choice test mode, which has been demonstrated time and again to be, at best, a modestly effective method of teaching. And while a few faculty use the web to increase the effectiveness of their teaching, most use it only to amplify traditional passive learning.

To Bok, then, it is vital to review both curricula and pedagogy and to do so in the light of a careful consideration of both our objectives for undergraduate education and the substantial research available on the best ways to teach. This, he notes, is a difficult task since faculty, who are ultimately responsible for these matters and who profess allegiance to careful use of evidence-based research in their own areas of expertise, remain ignorant or skeptical of research about curricula and pedagogy and confident that largely unexamined and inchoate goals of undergraduate education are the right ones. Although he does not explicitly say so, the same criticism could certainly be applied to many academic administrators.

The difficulty is compounded due to the inherent conservatism of most faculty, the sheer effort of simultaneously changing both what is taught and how it's taught and the vested and understandable inclination of senior faculty to avoid teaching anything resembling a service course.

This latter point is important because his views about appropriate curriculum reform would lead to many service courses. Informed by the same view as Shapiro about the vital role of universities in underpinning civil society and liberal democracy, Bok's curriculum for professional schools as well as the humanities and social sciences would include heavy doses of critical thinking, moral reasoning and mind broadening. To some degree this would infuse all courses and would also be gained from extracurricular activities. It would also mean exposure of all undergraduates to courses in American democracy, America in world affairs (Canadian equivalents could easily be substituted), ethical reasoning, political philosophy, basic economics, numeracy (the application of mathematics to everyday problems), a foreign culture and, possibly, a foreign language, although he notes the number of hours required to achieve even low-level proficiency in the latter may make that requirement impractical.

While this may seem appealing, it also seems impractical. Many students would benefit from such courses, but many would not. Senior faculty would be, at best, reluctant to teach or supervise them. There would be little room left in the curriculum for at least one of sufficient breadth or sufficient concentration.

IN THE END, then, while Bok has dozens of proposals, many of which are attractive, taken together as he proposes, they are infeasible. This certainly does not negate the value of his book. In part, it is valuable as a research compendium containing much data on teaching performance and pedagogical methods. And in part, it is a reasoned list of possibilities. But its greatest value is in urging constant attention to evaluation and reform of the undergraduate teaching enterprise, and in so doing, asking ourselves constantly what is the purpose of what we are doing.

Rather than mere exhortation, he tries to tell us how it should be done. And even if we don't agree with all his conclusions it is hard to deny that his methodology is the right one for it fits with our stated approach in universities of applying available research to intended goals. It is well worth the study of anyone interested in what and how we teach our students and it is as applicable in Canada as it is in the U.S. ■

Richard Van Loon, who is now enjoying post-retirement adventures, was president and vice-chancellor of Carleton University from 1996 to 2005.